

Modern Slavery and Human Trafficking Statement

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Background about Capital City College

Capital City College (CCC) is London's largest group of further education colleges. There are 35,000 students and the college's turnover is approximately £135m. Workplace skills and apprenticeships form part of the college's curriculum and there are subcontracting arrangements in place, details of which appear on our websites.

CCC is committed to monitoring its business and supply chains to ensure that there is no harm caused to anyone providing goods, works and services in the course of doing so.

What we do

We use reasonable endeavours to ensure that our suppliers:

- Comply with all employment laws applicable to their businesses;
- Must not use child labour which:
 - o prevents children from attending compulsory schooling or training; or
 - o is harmful to their health or development;
- Must make no use of forced or compulsory labour;
- As a minimum, comply with national law and regulations regarding working hours, wages, benefits and written employment conditions;
- Respect freedom of association and the right to collective bargaining;
- Shall not treat their workers in an inhumane, harsh or abusive way including harassment, bullying, physical or verbal abuse or other forms of intimidation;
- Work in an environmentally responsible manner and in compliance with national and international laws and codes of conduct;
- Provide a safe and healthy work environment;
- Have adequate arrangements for emergencies, accessible fire prevention equipment and fire prevention and evacuation training;
- The workplace and housing (if provided) should provide clean and adequate space for employees with sanitary facilities and water supply;

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- Must comply with anti-bribery and anti-corruption laws, including the UK Bribery Act 2010.

Identification of areas within the business at greater risk of breach

The risk of direct infringement of the Modern Slavery Act and laws against human trafficking is low. We are fully conscious of our obligations under domestic law in our employment of teaching and support staff. However, we acknowledge that in engaging subcontracted support services, greater vigilance may be required in monitoring risk. We have identified areas of potentially greater risk as follows:

- Recruitment of temporary staff through agencies;
- Students in the workplace;
- Security services;
- Food and catering services;
- Construction;
- Cleaning;
- Stationery and office equipment;
- Work wear/uniforms/livery

This statement will be reviewed on a periodic basis and at least every 3 years.