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Related statutes or regulations	Slavery Act 2015 Regulatory Framework for Higher Education in England (OfS)
Related policies/procedures/guidance/forms	Modern Slavery and Human Trafficking Policy Safeguarding Policy Whistleblowing Policy Procurement Policy Equality, Diversity and Inclusion Policy Staff Recruitment and Selection Policy Staff Code of Conduct Student Code of Conduct Risk Management Policy
Staff member responsible for update	Katie Jack

Amendment History

Version	Revision Summary	Date Approved	Author

Modern Slavery and Human Trafficking Annual Statement

Academic Year 2026/27

1. Introduction

1.1 Christ the Redeemer College London (CRC) is committed to operating with integrity, transparency and respect for human rights. We recognise our responsibility to combat modern slavery and human trafficking and are committed to ensuring that slavery, servitude, forced labour and human trafficking do not take place within our institution or supply chains.

1.2 This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the steps taken by Christ the Redeemer College London during the 2025/26 academic year to prevent modern slavery and human trafficking in our operations and supply chains.

2. Our Organisation

2.1 Christ the Redeemer College London is a higher education provider delivering programmes in Business, Theology and Professional Studies. The College is committed to providing an inclusive, ethical and supportive environment for students, staff and stakeholders.

2.2 The College operates from campuses within the United Kingdom and engages with a range of suppliers and service providers to support the delivery of education, student services, facilities management, information technology, professional services and operational activities.

3. Our Commitment

3.1 The College has a zero-tolerance approach to modern slavery and human trafficking. We are committed to:

- Acting ethically and with integrity in all business relationships.
- Implementing effective systems and controls to prevent modern slavery.
- Promoting respect for human rights.
- Protecting vulnerable individuals from exploitation.
- Maintaining transparency within our operations and supply chains.

- Ensuring compliance with all applicable legislation and regulatory requirements.

4. Governance and Responsibility

4.1 Overall responsibility for modern slavery compliance rests with the Board of Trustees and the Principal.

4.2 Operational responsibility for implementing the College's Modern Slavery and Human Trafficking Policy is delegated to the Head of Compliance and Quality, supported by Human Resources, Procurement, Safeguarding and Senior Management.

4.3 The Board receives assurance reports on compliance, risk management and safeguarding arrangements, including matters relating to modern slavery where appropriate.

5. Policies and Procedures

5.1 The College maintains a range of policies that support our commitment to preventing modern slavery and human trafficking, including:

- Modern Slavery and Human Trafficking Policy
- Safeguarding Policy
- Whistleblowing Policy
- Procurement Policy
- Equality, Diversity and Inclusion Policy
- Staff Recruitment and Selection Policy
- Staff Code of Conduct
- Student Code of Conduct
- Risk Management Policy

5.2 These policies establish clear expectations regarding ethical conduct, reporting concerns and safeguarding vulnerable individuals.

6. Recruitment and Employment Practices

6.1 The College recognises that the risk of modern slavery may be higher within certain sectors of its supply chain.

6.2 Areas identified as potentially higher risk include:

- Facilities management
- Cleaning services
- Security services
- Catering services
- Temporary staffing agencies

- Construction and maintenance services
- Technology and equipment procurement involving overseas manufacturing

6.3 To address these risks, the College undertakes proportionate due diligence measures, including:

- Supplier selection and assessment processes.
- Supplier declarations regarding legal and ethical compliance.
- Contractual requirements relating to modern slavery.
- Ongoing monitoring of supplier performance where appropriate.
- Review of supplier practices when concerns are identified.

6.4 The College expects suppliers to operate in accordance with applicable laws and ethical standards and to take reasonable steps to address modern slavery risks within their own supply chains.

7. Supplier Chain Due Diligence

7.1 The College recognises that the risk of modern slavery may be higher within certain sectors of its supply chain.

7.2 Areas identified as potentially higher risk include:

- Facilities management
- Cleaning services
- Security services
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- Temporary staffing agencies
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- Contractual requirements relating to modern slavery.
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- Review of supplier practices when concerns are identified.

7.4 The College expects suppliers to operate in accordance with applicable laws and ethical standards and to take reasonable steps to address modern slavery risks within their own supply chains

8. Risk Assessment

8.1 During the reporting period, the College reviewed its exposure to modern slavery risks across operational activities and supply chains. The assessment concluded that the College remains a relatively low-risk organisation due to:

- Direct employment of staff through established HR processes.
- Limited use of temporary labour.
- Strong safeguarding arrangements.
- Established governance and compliance structures.
- Procurement oversight and supplier management controls.

8.2 Nevertheless, the College recognises that risks can arise indirectly through supply chains and therefore remains vigilant in monitoring and reviewing these areas

9. Training and Awareness

9.1 The College recognises that awareness is critical in identifying and preventing modern slavery.

9.2 During the reporting period, relevant staff received information and guidance on:

- Understanding modern slavery and human trafficking.
- Recognising indicators of exploitation.
- Reporting concerns appropriately.
- Safeguarding vulnerable individuals.

9.3 The College will continue to strengthen awareness and training activities as part of its ongoing compliance programme.

10. Reporting Concerns

10.1 The College encourages staff, students, contractors and stakeholders to report concerns relating to modern slavery or human trafficking. Concerns may be reported through:

- Line management channels.
- The Designated Safeguarding Lead.
- The Head of Compliance and Quality.
- The College Whistleblowing Procedure.

10.2 Reports are treated seriously and investigated appropriately.

11. Effectiveness and Performance

11.1 The College measures the effectiveness of its approach through:

- Annual policy reviews.
- Monitoring safeguarding incidents and referrals.
- Supplier due diligence activities.
- Staff training participation.
- Internal audit and compliance reviews.
- Risk register monitoring.

11.2 During the reporting period:

- No incidents of modern slavery or human trafficking were identified within the College's direct operations.
- No substantiated allegations relating to modern slavery were received.
- No suppliers were removed from approved supplier arrangements due to modern slavery concerns.

12. Future Priorities

12.1 During the next reporting period, the College will:

- Continue reviewing procurement and supplier due diligence processes.
- Strengthen awareness training for staff.
- Further embed modern slavery considerations within risk management processes.
- Review contractual provisions with key suppliers.
- Maintain oversight through governance and compliance reporting mechanisms.