



Inspire Education Group Modern Slavery Statement 2020/21

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking in our supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 ("the Act") and constitutes Inspire Education Group's (IEG) response to the requirements of the Act.

Organisational Structure

IEG was formed in August 2020 from the merger of Peterborough Regional College and New College Stamford, the result of a positive and deliberate strategy to deliver a strengthened proposition to our local communities in a climate where the stability of individual colleges is likely to be challenged in the future.

We are building on the strengths and opportunities that are created by coming together as a single, larger, more robust College Group with one vision, a relevant and more responsive curriculum and an absolute focus on quality, standards, and excellence.

Together as a Group, we now have over 1,250 staff, 8,500 Further Education students, 800 Higher Education students and 1,400 apprentices, meaning our IEG community is nearly 12,000 strong. This growth in size, coupled with an annual income of approximately £45 million in 2020/21, creates many more opportunities for us all.

The merger has allowed the further development of existing links and has brought together two strong organisations to form a partnership of equals. Overseen by the IEG Board of Governors, both colleges have been able to preserve their distinctiveness while building on their individual strengths. The Group continues to offer a broad, responsive curriculum offer at both campuses, developing our further education, apprenticeships and higher education provision and continuing to invest in students and our communities. We are firmly committed to enhancing the potential of our students both during their time with us and into their futures.

Within the IEG are three wholly owned subsidiaries, these being:

- University Centre Peterborough, a higher education provider
- Anglia Professional Training, a professional qualifications training provider
- Quality Resourcing Solutions, a recruitment agency supplying Agency workers

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This statement applies to all organisations within the Group.

Further information about the IEG may be found on its websites:

www.ieg.ac.uk | www.peterborough.ac.uk | www.stamford.ac.uk

Our Policies

During 2020/21 all key policies for IEG were reviewed and approved. As part of this work a modern slavery policy was introduced for the first time, in line with the Modern Slavery Act 2015.

Other relevant policies are:

- Procurement Policy
- Sustainability Policy
- Recruitment Policy
- Whistleblowing Policy

Where the policies form part of the publication scheme these can be found on the web link above. Copies of all policies are available on request by contacting: FOI@ieg.ac.uk

Supplier Code of Conduct

IEG aims to develop an approach to procurement which delivers a management of the supply chain that provides value for money, whilst delivering greater social, environmental and economic benefits to support and contribute to the Groups Vision and Strategy.

We expect commitment, direct involvement and improvement when any supplier begins working with IEG, and ask all suppliers to sign up to the IEG Supplier Code of Conduct. Suppliers applying this Code of Conduct are expected to comply with national and other relevant law and, where the provisions of law and this code address the same subject, to apply that provision which affords the greater protection. As a valued supplier of goods, works and or services to IEG, we are writing to introduce our Supplier Code of Conduct and request that you adopt practices that are consistent with it as we expect our suppliers to conform with it at all times.

Key principles include the following:

- Complying with all applicable laws, rules and college policies
- Avoiding actual and apparent conflicts of interest
- Maintaining confidentiality of non-public information
- Dealing fairly with the competition, suppliers and suppliers' own employees
- Have a genuine commitment to strive to maintain a discrimination and harassment free environment, and demonstrate careful stewardship of the environment



Supplier Code of
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Supplier adherence to our values

We have zero tolerance to modern slavery. As well as taking mitigating measures through the procurement/contract management process (including adding appropriate pre-qualification/tender questions and standard contract clauses), we have expressed this policy, explained the Modern Slavery Act and the related measures we have added to our processes, at local supplier events.

Use of Procurement Frameworks

Where possible and practical IEG makes use of pre-tendered frameworks, using organisations who have met a public sector standard, and this has been assessed by teams of procurement specialists.

- Crescent Purchasing Consortium
- Crown Commercial Services
- Furthering Education and Learning in Procurement
- PAGABO
- ESPO

Our Supply Chains

Our supply chains cover a wide range of categories. The categories identified as being at high risk from modern slavery are:

- Construction
- Facilities Services
- Food Supplies
- ICT Equipment

Training and Awareness

Links to the Procurement team, advice and guidance are readily available to all staff through the staff intranet. There are a number of internal processes and controls to ensure there is no unauthorised procurement.

2021/22 Developments

There are a number of ongoing projects to improve the management of the supplier base, including:

- Risk categorisation of suppliers
- Review of supplier information captured to meet modern slavery requirements, such as location of head office
- Recording of non-compliance with supplier code of conduct

This statement was reviewed and approved by the IEG Board on 8th February 2022.

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