

**HARLOW
COLLEGE**



Stansted
Airport
College

MODERN SLAVERY STATEMENT

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This statement is prepared in accordance with Section 54 of the Modern Slavery Act 2015.

Introduction

Harlow College is committed to ensuring that modern slavery and human trafficking are not present in any part of our organisation or supply chains. This statement outlines the preventative steps that the College is taking (and intends to take) to combat modern slavery within the College services and supply chains.

Our Organisation

Harlow College is a medium-sized Further Education provider operating across two main campuses: Harlow College (Main Campus) and Stansted Airport College. We educate over 6,000 learners and employ an average of 500 staff annually. Provision includes vocational and technical study programs, apprenticeships, adult learning and support for high-needs learners.

Our Supply Chains

Our supply chains include recruitment agencies, estates and facilities services, catering, IT and digital systems, construction and capital works. Higher-risk categories include agency recruitment, cleaning, catering and construction.

Policies Supporting Ethical Practice

Recruitment & HR:	Safer-recruitment procedures, identity checks and approved-agency use.
Procurement:	Financial Regulations, supplier compliance with ethical and legal standards, value-for-money and due-diligence checks.
Safeguarding & Whistleblowing:	Strong safeguarding framework, Prevent training and misconduct reporting mechanisms
Anti-Fraud & Bribery:	Policies supporting transparency and ethical standards.

Due Diligence

Supply chain checks include supplier declarations, public-sector framework use, and risk-based scrutiny. Recruitment due diligence includes right-to-work verification and monitoring of agency labour.

Risk Assessment & Management

The College maintains a corporate risk register reviewed by managers, the Executive Team and the Audit Committee.

Training & Awareness

Staff receive mandatory safeguarding and Prevent training, modern-slavery awareness in procurement training, and induction on ethics and whistleblowing.

Monitoring Effectiveness

The College monitors staff training completion rates, supplier-due-diligence compliance, whistleblowing reports, audit findings and policy reviews.

Governance & Approval

The Corporation oversees compliance and risk management. The Audit Committee reviews internal controls. The Principal & Accounting Officer maintains operational responsibility.