



## **Modern Slavery Statement**

### **Academic Year 2023 / 24**

The following Statement has been made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the London School of Science and Technology's commitment to combatting the practices of modern slavery and human trafficking. Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

This statement is our commitment to act ethically and with integrity in all our relationships and use all reasonable endeavours to take action within our direct structure and wider sphere of influence to ensure slavery and human trafficking are not taking place.

The statement will be reviewed annually by the School's Board of Governors, in line with the School's Academic and Financial Planning year, ending 31<sup>st</sup> July.

#### **About the School**

The London School of Science and Technology (the School) is a private higher education provider founded in 2003 with a mission to be recognised as a leading provider of higher education that is inclusive, inspiring and free from barriers to learning. The School delivers programmes in the areas of Business, Management, Computing and Health & Social Care, which are validated externally by partner universities. Our goal is to empower individuals in local communities, and from underprivileged socio-economic groups, who may not otherwise have access to the life changing benefits of a higher education qualification. Presently the School is based in four separate teaching locations around the UK, with a central office hub in Ealing, West London.

#### **Our Commitment**

The practices of slavery and human trafficking are fundamentally at odds with the School's mission to drive social mobility and establish a thriving and diverse academic community. The School is committed to acquiring goods and services without causing harm to others and is in full support of the UK Government's approach to the problem of modern slavery. We therefore will not tolerate modern slavery in any form within our organisation or our supply chains, nor will we enable slavery or human trafficking by supporting organisations, suppliers, affiliates or individuals who engage in such practices.

We will undertake to thoroughly investigate any risks of inadvertently supporting or facilitating slavery or human trafficking, and employ robust due diligence procedures in the establishment of strategic or commercial relationships with third parties.

Key to this commitment is providing a means for people to safely report instances of abuse or coercion which contravene our stance on slavery and trafficking, as well as UK law. The School provides clear and prominent guidance on raising such concerns, and safeguarding the rights of those who bring them, in its Whistleblowing Policy.



## **Our Policies and Procedures**

Overall responsibility for setting policies and procedures that align with this statement rests with the School's Board of Governors. Day-to-day responsibility for implementing and upholding these policies rests with designated owners of the key policy areas outlined below.

In upholding our commitment to combatting modern slavery, we understand the following policy areas to be of particular significance:

### **i. Modern Slavery Risks in our Procurement / Supply Chains**

As a socially responsible organisation, LSST acknowledges its responsibility to identify any sections of our supply chain which may pose a risk in terms of modern slavery & human trafficking and to take appropriate preventative action where such risk is identified. The School procures a wide range of goods and services from external providers, which includes office supplies, furniture, food and catering supplies, electronics (computers, audio visual equipment), books and printing services and waste management, as well as building, maintenance and cleaning services.

### **ii. Employment practices**

Human resources, recruitment and employment procedures are compliant with UK law and regularly (at least annually) reviewed to ensure they remain so. The School is not a Tier 2 sponsor; our recruitment procedures are designed to ensure those who work for the school have a legal entitlement to right to work in the UK.

As an employer, the School offers market competitive employment conditions which include arrangements for working overtime and anti-social hours. Staff are duly represented and consulted on matters concerning changes to their employment conditions, formal duties or working environment.

### **iii. Working with Partners**

We are committed to transparency in what we do and expect the same of our strategic (academic) partners. The School undertakes robust due diligence procedures prior to entering into strategic relationships with award validating institutions or other commercial partners, and in turn will facilitate all due diligence requests made to it. The School will not enter into a partnership with any organisation where there is any conceivable risk of unwittingly supporting modern slavery.

The School works exclusively with reputable mainstream higher education providers who are recognised as 'approved providers' by the UK Higher Education regulatory body: the Office for Students.



#### **iv. Work Placements**

The School assists students on qualifying programmes to obtain unpaid work experience through work placements with vetted placement providers; the School undertakes to ensure that these placements are relevant and of genuine value to the sought qualification, and that students on placement have a viable means of raising concerns where this is not so. More information can be found in the School's *Work-based Learning Policy*.

#### **v. Student Engagement and Representation**

The School engages students in the quality assurance of its learning opportunities; students are engaged collectively by means of elected representatives who are required to perform certain duties in liaising with the School's academic management. For legal reasons, student representative roles must be unpaid. These arrangements are entered into voluntarily and may be discontinued by either party without notice at any time.

### **Protected Disclosures (Whistleblowing)**

The School's Protected Disclosure (Whistleblowing) Policy provides channels for individuals to report instances serious malpractice or impropriety, which may be in breach of the law, whether occurring within the organisation, its supply chains, or its strategic or commercial partners. The Whistleblowing Policy is posted prominently on the School's website and signposted in other related guidance documents.

### **Promoting Awareness and Training**

Raising staff awareness of the problem of modern slavery is a strategic priority for the Academic Year 20/21. Communication of the statement and our stance on modern slavery will be made to all staff members in the autumn; key policy owners will be requested to ensure their respective policies and procedures uphold the commitments outlined herein.

A schedule of staff training and development activities and CPD will include the theme of modern slavery the School's expectations with regard to transparent, ethical and responsible conduct. This will include guidance for staff on how to spot signs of abuse, which may be indicative of coercion or enslavement.



## Approval

This Statement has been approved by the Board of Governors

This Statement will next be reviewed prior to July 31<sup>st</sup> 2024

Mr. Syed B.A. Zaidi,  
Chief Executive Officer of the London School of Science and Technology