



Modern Slavery Statement

The modern slavery statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and constitutes Oxford Business College's slavery and human trafficking statement for the financial year beginning April 2024 to March 2025. This statement sets out the steps the college has taken and across teaching and operational activities in relation to slavery and human trafficking.

OBC Structure and Activities

Since 1985, Oxford Business College (OBC) has spearheaded transformative education, carving a unique path for overlooked individuals, especially mature students facing barriers in traditional education. Operating seven days a week for our students, OBC's pioneering approach adapts to the diverse lifestyles & commitments of non-traditional learners. Across campuses in West London, Slough, Oxford, Brentford and Nottingham, OBC's ultra-flexible scheduling ensures inclusivity, reinforced by a robust digital infrastructure.

Actively fostering a sense of belonging for students from all backgrounds, we provide comprehensive support services. Emphasising practical skills for employability through industry placements, OBC stands as a dynamic catalyst for change, reshaping higher education with an unwavering commitment to accessibility, flexibility, & inclusivity. With over 7500 students & 300 colleagues, join OBC in shaping the future of education & unlocking opportunities for a diverse range of students.

The independent Board of Governors chaired by Professor Andrew George OBE is an overarching body working alongside our Strategic Leadership Team ensuring OBC fully complies with its academic and regulatory obligations in line with our established Corporate and Academic Governance Framework.

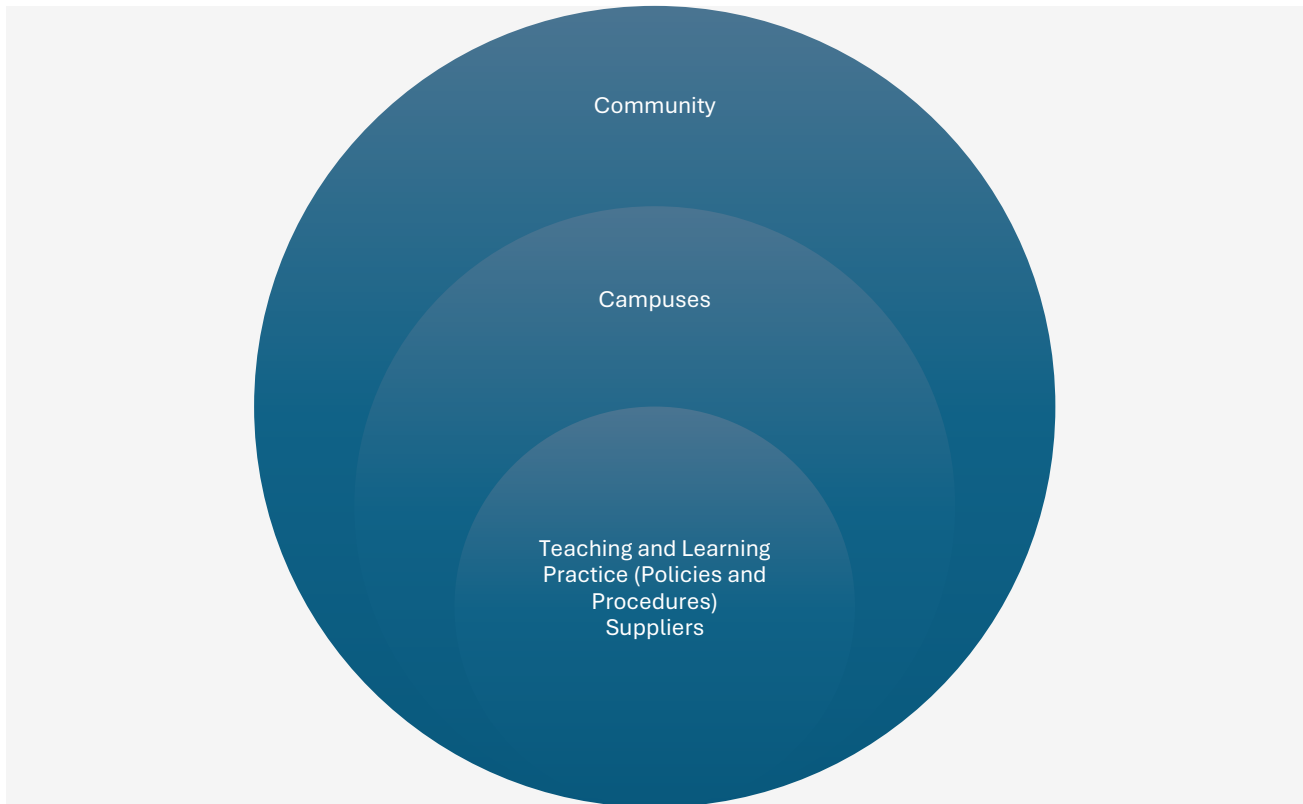
Our Commitment

The college makes a significant, sustainable and socially responsible contribution to the community at local, national and international level.

The college is committed to protecting and respecting human rights, acquiring goods and services without causing harm to others and fully supporting of the UK Government's initiative to the problem of human trafficking and modern slavery. Therefore, we will act rationally, ethically and lawfully in all our activities, operations and supply chains to ensure modern slavery and human trafficking is not occurring.

OBC Operations and Supply Chains

The complex and diverse nature of the requirements requires working with a wide range of suppliers, their sub-contractors and their supply chains. Therefore, college buys a wide range of goods and services from the following main list of industries, in accordance with Consumer Rights Act 2015.



- Construction Industry (to extend/ refurbish premises)
- Furniture Industry (Tables, Chairs, sofas etc.)
- Electronic Industry (Computers, Printers Laptops, Smart boards, projectors, photocopiers etc.)
- Food and Catering Industry (Staff and student canteens)
- IT and Software Industry (Zoom, KSPARO etc.)

OBC Actions

The college treats modern slavery as an extremely significant issue and has a zero-tolerance approach to modern slavery in all forms. We have committed to link our policies (recruitment, equality, harassment and bullying etc.) to modern slavery, awareness and staff training to optimising current policies, procedures and creating a supplier code of conduct.

The college shall undertake to examine extensively any risks resulting from the inadvertent promotion or facilitation of slavery or trafficking of human beings and shall employ rigorous due diligence procedures to develop strategic or commercial relationships with third parties.



We adhere to code of conduct, listed below

- Professionalism
- Health and safety
- Respect
- Integrity
- Transparency
- Supplier code of conduct

OBC Policies

The ultimate responsibility lies with the Board of Governors of the college for ensuring policies and procedures comply with this statement. The day-to-day responsibility for the implementation and maintenance of these policies lies with the appointed Strategic and Tactical team members of the key policy areas listed below.

Preventing Modern Slavery Risks in our Supply Chain

The college has recently published and began using new terms and conditions for the college's suppliers to:

- comply with the Modern Slavery Act 2015 and all other relevant anti-slavery and human trafficking legislation.
- maintain policies to ensure compliance;
- carry out due diligence on their supply chains which make clauses on anti-slavery and human trafficking in those supply contracts.

Staff Recruitment Policy

The college is committed to providing the best education by attracting, recruiting and retaining highly qualified and experienced staff, who are the best candidates available for the job. The college is rigorous in checking that all candidates have the right to work in the UK.

- The objectives of the Recruitment policy are
- To ensure that recruitment and selection practices meet the college's vision, mission and values
- To ensure that all appointments are made on the basis of suitability for the position by assessment of evidence against the selection criteria for the post.
- To ensure that all candidates are treated equitably and fairly
- To ensure compliance with the college's Equality and Diversity Policy and employment legislation

Student Recruitment Policy

The external audit stated that in line with UK Quality code core practice Q1, 'the College has a reliable, fair and inclusive admissions system.' The College is also striving for greater diversity by reaching out to different communities through social media campaigns and a dedicated recruitment team, which consists of staff from a range of backgrounds with different languages, who can meet demand and drive recruitment.



Equal Opportunities Policy

The college has built an atmosphere in which everyone is treated with respect and dignity and where equal opportunities are open to everyone.

Staff Development Policy

In accordance with the college 's equal opportunities policy there is a commitment to combating all unfair discrimination by ensuring that relevant staff development opportunities are made available for appropriate staff regardless of all protected characteristics.

Health and Safety Policy

The college has adopted all reasonably practicable measures to secure the health, safety and welfare of all employees, students and visitors at places of work under the school's control environment.

Working with Partners Policy

Higher education institutes, especially private HEIs do not operate in isolation.

Following three successful validations, the College has formed partnerships with four Public Further Education Universities. Outcomes demonstrate that the College has met the UK Quality Code Core Practice Q8: 'where a provider works in partnership with other organisations, it has in place effective arrangements to ensure that the academic experience is high-quality irrespective of where or how courses are delivered and who delivers them.

The working with partners' policy sets out mutually agreed framework through which the college manages academic provision, across all academic levels, of the awards it delivers in partnership with other institutions. The main purpose of this policy is to make sure that student studying with us, benefit from an excellent student experience regardless of their minority ethnic group, race, religion, geographical location, and academic levels.

Under the Corporate and Academic Governance Structure committees meet quarterly to discuss the partnership and address any issues, which arise in the delivery of the programme. These meetings also provide a forum for reviewing the teaching, learning and assessment processes, ensuring the curriculum is up-to-date and responding to feedback from stakeholders.

Student Engagement and Representation Policy

We believe that teaching and learning should be interesting for students and the teaching and learning methods should be designed to engage all students without discrimination and segregation with an outcome of excellence teaching and success and satisfaction for students.

The Student Council is made up of class representatives that meet once every term, produce a report and make recommendations to the Academic Board and the Board of Governors (BoG). The Student President is elected by class nominees on the Student Council and is an influential member of the Academic Board, fully attending all meetings over the academic year to discuss academic issues and make recommendations to the Strategic Leadership Team (SLT) and BoG.



Protected Disclosures (Whistleblowing) Policy

As part of our initiative to identify and mitigate risk, the college's Protected Disclosure (Whistleblowing) Policy sets out an unambiguous recourse for individuals to report instances serious malpractice or impropriety, which may be in breach of the law, whether occurring within the college, its supply chains, or its strategic or commercial partners.

The Whistleblowing Policy is posted prominently on the college's website and signposted in other related guidance documents.

Awareness of the Issue and Staff Training

For the Academic Year 2024/25, enhancing staff awareness of the topic of modern slavery is a priority. All staff members will be informed of the declaration and our position on modern slavery in Quarter 1 of the 2024/25 Academic Year; key policy stakeholders will be asked to ensure that their respective policies and procedures comply with the commitments outlined herein.

The staff training on the theme of modern slavery will include the college's standards of transparency, ethical and responsible behaviour and emphasis will be to identify, check and share any practice or incident related to modern slavery with appropriate stakeholders. This will provide OBC staff with instructions about how to detect signs of violence, which could be indicative of intimidation or enslavement.

The Board of Governors has approved this Statement. This Statement will next be reviewed in March 2025

Approved by