



Modern Slavery Statement

Our Organisation

Forth Valley College is a leading provider of further and higher education in Scotland, offering a wide range of courses to students across multiple campuses. We employ a diverse workforce dedicated to delivering high-quality education and training.

Our Commitment

Forth Valley College is committed to preventing modern slavery and human trafficking in all its forms within our organisation and supply chains. We recognise our responsibility to operate ethically and with integrity, ensuring that such practices are not present in any part of our business.

Our Supply Chains

Our procurement activities involve sourcing goods and services across various categories, including:

- Estates goods and services
- Information and Communication Technology (ICT) equipment and services
- Professional services
- Library resources
- Human resources
- Catering and cleaning services

We acknowledge that certain categories, such as office supplies, ICT equipment, and some estates services, may carry higher risks of modern slavery and human trafficking. A significant proportion of our procurement is with suppliers who are pre-approved either by a purchasing consortium or through public tenders managed by our Procurement department.

Our Policies and Commitments

Forth Valley College has implemented several policies to mitigate the risk of modern slavery within our operations and supply chains:

- **Procurement Policy:** We have embedded sustainable procurement practices throughout our procurement activities, ensuring compliance with the Procurement Reform (Scotland) Act 2014, Public Contracts (Scotland) Regulations 2015, Procurement (Scotland) Regulations 2016 and the Statutory Guidance.
- **Anti-Bribery & Corruption Policy:** Preventing unethical business practices and ensuring transparency in our work.

- **Public Interest Disclosure (Whistleblowing) Policy:** Encouraging our staff to report concerns about unethical practices, protecting them when they do and investigating matters thoroughly.
- **Safeguarding Policy:** Protecting vulnerable individuals within the College's community every day.
- **Equalities Policy:** Forth Valley College is committed to Equality, Diversity and Inclusion (ED&I) and to providing an environment that is free from bullying, harassment, victimisation and discrimination, in which everyone is treated with dignity and respect.
- **Living Wage Commitment:** We are accredited as a Living Wage Employer, ensuring that all staff and contractors engaged directly by the College are paid at least the Real Living Wage, as set by the Living Wage Foundation.

Due Diligence Processes

To identify and mitigate risks related to modern slavery, we have established the following measures:

- **Supplier Assessments:** We conduct due diligence on suppliers, particularly those in high-risk categories, to ensure their compliance with the Modern Slavery Act 2015.
- **Contractual Obligations:** Our standard terms and conditions require suppliers to comply with all applicable laws, including those related to anti-slavery and human trafficking. Supplier obligations are clearly outlined, including due diligence procedures for sub-contractors. Contracts allow for immediate termination by giving written notice if the contractor commits a breach of the provisions of the Modern Slavery Act 2015. Terms include clauses to ensure that new and existing suppliers are aware of their obligations under the Act and comply with the Advance Procurement for Universities and College (APUC) Sustain Supply Chain Code of Conduct, which prohibits the use of forced, involuntary, or underage labour, and with Fair Work practices as appropriate.
- **Risk Assessments:** For relevant collaborative and local tenders, a risk assessment using the APUC Prioritisation Tool or the Sustainability Test is carried out to assess the risks of modern slavery and human trafficking.
- **Electronics Watch:** The College is a member of Electronic Watch, a collaborative monitoring organisation addressing labour rights issues in the global ICT supply chains.
- **Supply Chain Management (SCM) and Ecovadis:** In collaboration with APUC, the College uses these tools to assess suppliers on social, ethical and environmental compliance.
- **Training and Awareness:** We provide training to relevant staff to raise awareness of modern slavery issues and to ensure effective implementation of our policies.

Monitoring and Reporting

We are committed to continuous improvement in our approach to tackling modern slavery:

- **Regular Reviews:** We regularly review our policies and procedures to ensure their effectiveness in preventing modern slavery and human trafficking.
- **Reporting Mechanisms:** We have established channels for staff and stakeholders to report any concerns related to modern slavery, ensuring that all reports are investigated and appropriate actions are taken.

Future Actions

Forth Valley College is dedicated to enhancing our efforts to combat modern slavery:

- **Supply Chain Mapping:** We will work towards mapping our supply chains considered high risk to identify and address potential risks of modern slavery and human trafficking.
- **Collaboration:** We will continue to collaborate with organisations such as APUC and other educational institutions to share best practices and strengthen our collective response to modern slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Forth Valley College's modern slavery and human trafficking statement for the financial year ending 31 July 2025.



Kenny MacInnes

Principal and Chief Executive

Forth Valley College

