



Modern Slavery Statement

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Reviewed	17/05/2026
Date of Next Review:	17/05/2028

Summary: This policy sets out our approach to preventing modern slavery and human trafficking across our organisation and supply chains, ensuring we act ethically, uphold human rights, and comply with the Modern Slavery Act 2015

Modern Slavery Statement

1 Introduction

- 1.1 This Statement is designed to inform the London Policing College (LPC) students, staff and members of the public about LPC's efforts to prevent slavery and human trafficking in its business and in its supply chain in compliance with the Modern Slavery Act 2015.
- 1.2 Modern slavery is a crime and a gross 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. LPC is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing effective systems and controls to ensure modern slavery is not taking place anywhere within the University.
- 1.3 LPC is also committed to ensuring there is transparency in our approach to tackling modern slavery throughout its contracts and supply chains, consistent with its disclosure obligations under the Modern Slavery Act 2015. The London Policing College expects the same high standards from all contractors, suppliers and other business partners, and as part of the contracting processes, includes specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. LPC expects that suppliers will hold their own suppliers to the same high standards.

2 Our Supply Chains

- 2.1 LPC's main spend categories are:
- Estates Goods and Services
 - ICT Equipment and Services
 - Consultants
 - Professional Services
- 2.2 Of these, the principal categories which carry material risks are estates goods and services and ICT equipment.

3 Our Action to prevent modern slavery

- 3.1 LPC is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. It is committed to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains.

3.2 As part of LPC's action to prevent modern slavery it undertakes the following:

- Effective Human Resources policies and procedures which ensure all members of staff have the right to work; paying the London Living Wage to all permanently employed staff; ensuring compliance with *The Chartered Institute of Purchasing and Supply (CIPS) Professional Code of Ethics*; and providing appropriate training to staff with responsibility for procurement.
- Membership of purchasing consortia which are committed to acquiring goods and services for its members without causing harm to others.
- Ensuring major contractors have undertaken appropriate action.
- Ensuring that all new tenders for goods and services include consideration of actions to prevent modern slavery including appropriate clauses in purchasing terms and conditions and agents and partnership contracts.
- Due diligence in relation to partners, agents, procurement that specifically asks about Modern Slavery with appropriate contracts.
- Provision of an effective public interest disclosure (whistle blowing policy).

3.3 LPC will not knowingly engage with any suppliers that operate poor labour practices or those who do not undertake to ensure that businesses in their supply chain.

3.4 To achieve our strategic intent LPC commit to:

- Adherence to local and national laws
- Ensure freedom of workers to terminate employment
- Support freedom of movement
- Support freedom of association
- prohibit any threat of violence, harassment and intimidation
- Action which prohibits the use of worker-paid recruitment fees
- Prohibit compulsory overtime
- Prohibit child labour
- Prohibit discrimination
- Prohibit confiscation of workers original identification documents
- Provide access to remedy, compensation and justice for victims of modern slavery

3.5 LPC commits to promote anti-slavery actions, to work with partners and to encourage fairness and safety for our staff and those with whom we work.