

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2025-26

1 INTRODUCTION

Ayrshire College is committed to preventing modern slavery and human trafficking in all its forms within the college activities and its supply chains.

This statement for the year ending 31 July 2026, is made pursuant to Section 54(1) of the [Modern Slavery Act 2015](#). It sets out the actions that the College has taken, and continues to take, to identify, mitigate and where possible prevent modern slavery and human trafficking within its business and supply chains. Ayrshire College is committed to transparency, continuous improvement and the highest standards of ethical conduct in all its activities. This statement will be reviewed and updated annually.

2 ABOUT AYRSHIRE COLLEGE

The College provides further and higher education across a wide range of courses, with approximately 14,000 fundable students and 700 staff. The College operates from three main campuses in Ayr, Kilmarnock and Kilwinning and is governed by a Board of Management comprising representatives from local businesses, private and public sector organisations, staff and students.

The College procures goods and services in categories such as estates, ICT, professional services and curriculum supplies. , The College recognises that supply chains in these areas may carry risks related to modern slavery and human trafficking. Many suppliers are engaged through monitored frameworks or the College managed contracts, but the organisation remains vigilant and proactive in identifying and addressing risks.

The college understands its responsibility to report and address where any evidence is found indicating modern slavery in our supply chains.

3 COLLEGE'S COMMITMENT TO TACKLING SLAVERY & HUMAN TRAFFICKING

The College has established processes and policies in place to mitigate the risk of modern slavery and human trafficking, including:

- **Procurement policy and process**

All suppliers and contractors must comply with the Modern Slavery Act 2015 and demonstrate a zero-tolerance approach to exploitation. Contracts include anti-slavery and human trafficking provisions and require sub-contractors to do the same.

- **Contact terms**

Supplier obligations are clearly outline, 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 Act.

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](#) and Fair Work practices as appropriate.

- **Strategic procurement intention**

Purchasing activities prioritise existing College suppliers including those on APUC or other framework agreements, which have already been subject to a competitive process risk assessment.

- **Electronics Watch** (a collaborative organisation addressing labour rights issues in ICT supply chains)

The College is a member of Electronic Watch and Ecovadis (which assesses key supply chain providers against international standards).

- **Supporting College policies**

The College provides several associated policies which reinforce its commitment to human rights and ethical practices include:

- Anti-Bribery & Corruption Policy
- Equality, Diversity and Inclusion (ED&I) Policy
- Safeguarding Policy
- Whistleblowing Policy

4 KEY MEASURES - PROGRESS AND FUTURE ACTIONS

The College has identified five key indicators (**Appendix 1**) to measure the effectiveness of, and demonstrate progress against, the College's obligations to mitigate the risk of modern slavery and human trafficking in its supply chain.

Progress against these performance indicators is reported in annual updates of the College's statement. The College continues to review and improve its processes and is committed to greater transparency, stakeholder engagement and sharing best practice.

During 2024-25 the College has exhibited satisfactory progress including:

- **Staff Training and Awareness-** The College has added a modern slavery training module that key college staff with staffing and procurement responsibilities are required to complete. As a module on the new e-learning internal web portal, the number of staff completing the training is recorded. The College is committed to expanding training to all relevant staff and raising awareness across the college community.
- **Suppliers signed up to Ecovadis-** Ecovadis is a collaborative platform that allows companies to evaluate how well they have integrated sustainability including slavery prevention measures into their business operating model and management systems.

The College through its membership of APUC has tagged 21 key strategic framework suppliers used by the College which notifies the College of any changes to those companies scoring.

5 REPORTING AND REMEDIATION

The College takes seriously any evidence or concerns regarding modern slavery or human trafficking in its supply chains. The College has clear procedures for reporting, investigating and remediating issues, including escalation to senior management and where appropriate Police Scotland.

6 APPROVAL AND REVIEW

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for 2025-26.

The College Senior Leadership Team approved the statement on 5 November 2025 and it will be reviewed every year.

Alan Ritchie
Vice Principal Finance and Infrastructure

Key Indicator	Measure/Action	Responsibility	Target	Progress in 2024/25
1) Procurement contracts that are awarded with Terms and Conditions including Modern Slavery clauses, Living Wage and Fair Work Practices	Standard Terms and Conditions Clause 26 – Anti Slavery and Human Trafficking	Procurement Manager	100%	100%
2) Contracted suppliers actively implementing Modern Slavery safeguards/policies- new and existing suppliers	Contracted Suppliers to sign Supply Chain Code of Conduct and register with Ecovadis	Procurement Manager	75%	25%
3) Spend with Suppliers providing information on the EcoVadis database	Compare end of year spend with contracted suppliers to suppliers signed up and assessed by EcoVadis	Procurement Manager	20%	12%
4) Number of college staff trained on Modern Slavery risks	Monitor number of staff completing e-module training and record within CPD record	Human Resources- Organisation Development	10%	1 (new training system in April 2025)
5) Collaborations with others in identifying, managing and monitoring risk	Collaborate with APUC, Electronics watch, EcoVadis and others across the Public Sector. Report and share any concerns and evidence of issues in supply chain.	Procurement Manager	All	None occurred