

Modern slavery statement

1. Organisation

This statement applies to Westminster College (referred to in this statement as ‘the College’). The information included in the statement refers to the financial year 2020.

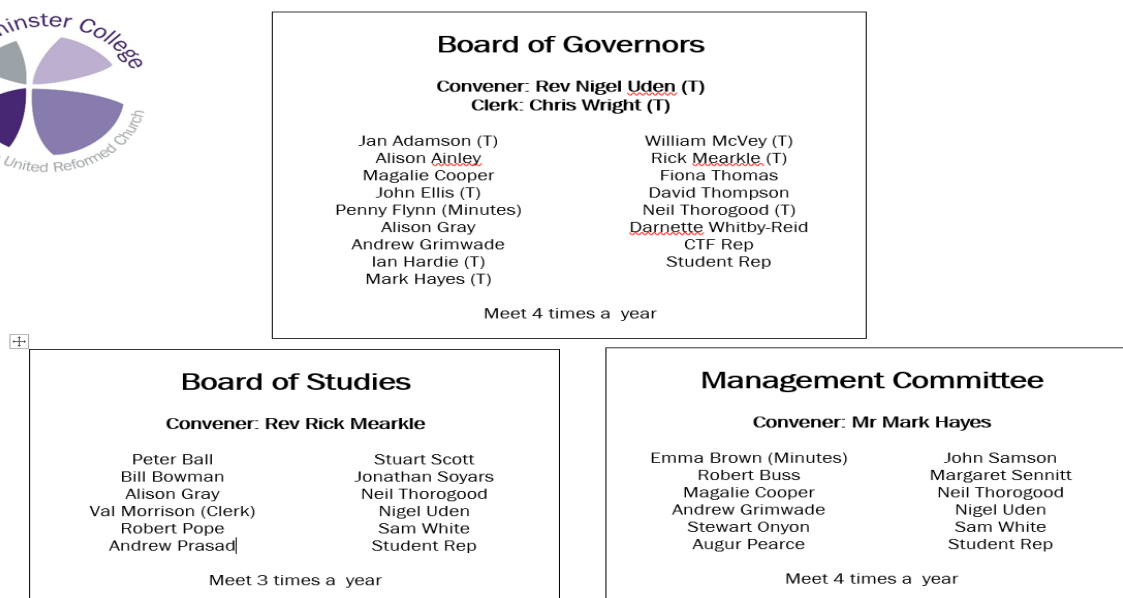
2. Organisational structure

The Charity is governed by the General Assembly under clause 2.6 (A) (vi) of the Structure of the United Reformed Church (URC) through a body of Governors appointed by it, in accordance with the terms of the Trust Deed of 1899 as modified by the United Reformed Church Act 1972.

Governing Body

The College Governors, listed below, are appointed according to a plan approved by the General Assembly of the United Reformed Church in 1995. They are assisted by a Board of Studies and the Management Committee, each chaired by a Governor.

The freehold of the land on which the College is built is held by the United Reformed Church Trust (‘URC Trust’) as Custodian Trustee. The Governors of Westminster College who are eligible to serve as Charity Trustees and are members of the United Reformed Church are the Trustee of the Charitable Funds of Westminster College. The names of the Governors who were also Trustees, during the relevant period are marked as (I) in the list of Governors.



Mission Statement

The Charity's object, as set out in its Trust Deed, is to be a theological college of the United Reformed Church, and thus to provide education and to promote the Christian religion. Within its object, the Charity has also to maintain the Grade 2 listed buildings, to administer and maintain various scholarship funds, and to care for a large collection of books, artefacts and historic documents.

Throughout the year, the essential work of Westminster must continue to be the offering of educational and resource provision, including accommodation and hospitality, which fulfils the URC's requirements for initial ministerial education and for wider congregational development within the context of the Cambridge Theological Federation. Alongside this will be the continuing provision of commercial and conference accommodation to the highest possible standards of hospitality.

Core objectives

1. To continue the evolution of academic programmes, financing and governance within the Cambridge Theological Federation so that Westminster can offer a suitable range of awards in sustainable and effective ways suited to the needs of the URC for initial ministerial training and wider student cohorts. This will include the development, as appropriate, of new modes of delivery including block weeks.
2. To continue to widen the range of lay and other training opportunities offered by Westminster and to shape these in ways that best reflect the evolving needs of the URC.
3. To ensure that the conferencing, events and wider hospitality work of the college continues to flourish and that staff are supported and encouraged in all aspects of the delivery of these services throughout the year.
4. To continue to enhance Westminster's online presence and to develop resources for online delivery in order to enhance Westminster's ability to deliver high quality teaching and other material to those in the URC and beyond who are unable to attend campus-based courses and programmes.
5. To continue to foster the full potential of the Westminster campus and collaboration between its partners.
6. To continue to care for and enhance its physical environment.

The workforce (Senatus, Support Team, Agency workers and volunteers) supplied to the College in pursuance of its operation is carried out mainly where the College is located on Madingley Road, in Cambridge, CB3 0AA, in the UK. From time to time, the Principal, Senatus Team and Bursar may work from home or away within the bounds of the URC (i.e. Church house, various Synods, Churches or RCLs), Cambridge Theological Foundation (i.e. associated members' houses, institutes and Divinity Faculty); and very rarely abroad as part of a theological seminar or conference.

The day to day running of the operations of the College are led by the Principal, supported by the Senatus and Bursar

3. Definitions

The College considers that modern slavery encompasses:

- human trafficking;
- forced work, through mental or physical threat;
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- being dehumanised, treated as a commodity or being bought or sold as property;
- being physically constrained or to have restriction placed on freedom of movement.

4. Commitment

The College acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The College understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The College does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the College in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The College strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.

5. Supply chains

In order to fulfil its activities, the main supply chains of the College include those related to the supply of Agency Staff, food and beverage from various suppliers in both the United Kingdom and the European Union. We understand that the College's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers (i.e. Anthony Byrne Fine Wines Ltd).

6. Potential exposure

The College considers its main exposure to the risk of slavery and human trafficking to be very limited as the provision of temporary staff is only occasional and for a very short period, also the companies are local UK companies, regulated by English law and regularly audited by the College team to ensure all their workers received Living Foundation rate (currently £9.30), Statutory rights, and are fairly treated under the Equality Act 2010. Suppliers of Food and Beverage are regularly audited by the Colleges Consortium appointed agency and sundries suppliers are part of the recommended list of suppliers for universities, under TUCO agreement. The College makes a conscious effort in supplying Fairtrade Teas and Coffees.

7. Steps

The College carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The College has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the College has taken the following steps to ensure that modern slavery is not taking place:

- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- measures in place to identify and assess the potential risks in its supply chains;
- undertaking impact assessments of its services upon potential instances of slavery;
- creating action plans to address risk to modern slavery;
- any actions taken to embed a zero tolerance policy towards modern slavery and
- any training provided to staff on modern slavery.

8. Policies


The College has the following policies which further define its stance on modern slavery – e.g. Financial Management Policy, Purchase Order Policy, Anti-Bribery and Corruption Policy, Equality and Diversity Policy.

9. Slavery Compliance Officer

The College has not got a Slavery Compliance Officer, but the HR Responsible Officer (currently the Bursar) will act as one to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the College's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

Date of approval by Management Committee:

<p>Signed: </p> <p>Print name: Magalie Cooper</p> <p>Job Title: Bursar</p> <p>Date: 04.03.2020</p>
