

| Procedure 6.20 Modern Slavery Statement | | | | | |
|--|-------------|-------------------------|----------------------|--------------------|-------------|
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| Review No | 3 | Next Review Date | March 2027 | Approved on | 03/03/2026 |

Procedure Issued : August 2022

Procedure Owner : Principal / CEO

- ❖ This procedure is shared with our staff and students and / or can be obtained:
 - on our website <https://docklandsacademy.co.uk/policies-and-procedures>,
 - on our internal server,
 - by emailing us at info@docklandsacademy.co.uk.
- ❖ Also, all the Academy community are informed about the main aspects of the policy in the Staff Handbooks and Staff Induction.
- ❖ The procedure is reviewed and monitored on a regular basis for currency and fitness as part of our 1.9 Review and Revision of Policies and Procedures.

The Academy hereby recognizes that slavery and human trafficking are an increasing around the world and we are committed to prevent acts of modern slavery and human trafficking from happening within our business and supply chains. We also expect the same high standards from our contractors, suppliers, all business partners and will not work with any organisation where we suspect any involvement in modern slavery.

1. Structure of the Academy

Simply Alliance Limited (registered at Companies House, holding company 06999859) is a private company limited by guarantee without share capital trading as Docklands Academy London (DAL). We are a modern English Language and Higher Education Academy close to London's financial district in Canary Wharf.

Our key service providers include our recruitment agencies, partner college, partner group companies, canteen suppliers, printers, travel agents, consultants, and professional advisers. We also work on agreements and collaboration projects with strategic partners.



2. Policy and Procedures

Our Academy is committed to making all our students, staff, partners, and contractors aware of our view on slavery and human trafficking to mitigate the risk of modern slavery. Our policy and procedures supporting this commitment include:

DAL Procedure 1.5 Equal Opportunities Statement and Procedure

DAL Procedure 1.6 Ethics Protocols

DAL Procedure 1.11 Freedom of Speech and Expression

DAL Procedure 2.13 Access and Participation Statement

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DAL Procedure 5.1 Student Code of Conduct

DAL Procedure 5.3 Equality, Diversity and Special Needs

DAL Procedure 6.1 Staff Recruitment and Selection

DAL Procedure 6.3 Equality and Diversity

DAL Procedure 6.13 Staff Code of Conduct

DAL Procedure 6.15 Safeguarding

DAL Procedure 6.16 Prevent Duty (Racist, Discriminatory, Abusive and Extremist Behaviour)

Our policies and procedures are designed to establish and assess areas of potential risk in our business and supply chains, monitor potential risk areas, reduce the risk of occurrence and provide adequate protection for whistleblowers

We seek to ensure that our suppliers are aware of our policies and procedures (they are publicly available on our website) and adhere to the same high standards as our own staff.

3. Risk review and Compliance

We do not consider that we operate in a high-risk sector. However, we review our supply chain and preferred supplier list as part of our supply cycle and will terminate contracts or take remedial action if instances of modern slavery is discovered. We have not had any reports of any behaviours or practices that come within the scope of the International Labour Organization (ILO) indicators of forced labour.

4. Effectiveness

We are aiming to use key performance indicators (KPIs) to measure how successful we have been in ensuring that slavery and human trafficking are not taking place in any part of our business or supply chains. These KPI's considered are as follows:

The number of questions or reports we have received from employees, the public or law enforcement agencies to indicate that modern slavery practices had been identified in our supply chain or through the retention of contractors. There have been no questions or reports up until 2021/22 Academic year.

The number of contractual relationships terminated as a result of breaches of our policies (above). There have been no contractual relationships terminated up until 2021/22 Academic year.



5. Ongoing Actions

All Academy employees and contractors are required to adhere to the staff code of conduct and they are encouraged to identify and report any potential breaches of our Modern Slavery Statement. We provide periodic training on Modern Slavery for our staff and raise awareness for all our community.

6. Related Documents

6.1 Policies

- 1 Governance
- 2 Academic Management
- 3 Teaching Learning Assessment
- 4 Student Admissions
- 5 Student Support, Engagement and Learning Resources
- 6 Human Resources
- 7 Information

6.2 Procedures

- 1.5 Equal Opportunities
- 1.6 Ethics Protocols
- 1.7 Data Protection
- 1.9 Review and Revision of Policies and Procedures
- 1.10 Conflict of Interest
- 1.11 Freedom of Speech and Expression
- 4.6 Student Induction
- 4.11 Student Protection Plan
- 5.2 Welfare Services and Pastoral Care
- 5.3 Equality, Diversity and Special Needs
- 6.1 Recruitment and Selection
- 6.2 New Starters and Induction
- 6.3 Equality and Diversity
- 6.4 Personal Development and Performance Review
- 6.5 Discipline at Work
- 6.8 Grievance and Complaints
- 6.9 Continuous Professional Development
- 6.11 Requests for Training
- 6.13 Staff Code of Conduct
- 6.15 Safeguarding
- 6.16 Prevent Duty (Racist, Discriminatory, Abusive and Extremist Behaviour)
- 7.4 HE Public Information Procedures
- 9.1 Access Procedures

- **9.4a Health and Safety Risk Assessment**

12.3 Terms and Conditions

12.4 External Reference Points

- **Modern Slavery Act 2015, Section 54/1**
<https://www.legislation.gov.uk/ukpga/2015/30/section/54/enacted>
- **Equality Act – 2010** at <https://www.legislation.gov.uk/ukpga/2010/15/contents>
- **Data Protection Act 2018** at <https://www.legislation.gov.uk/ukpga/2018/12/contents>
- <https://www.gov.uk/guidance/advice-and-support-for-lgbt-people>
- **Stonewall** <https://www.stonewall.org.uk/>
- **Trans Unite** <https://www.transunite.co.uk/>
- **The Gender Recognition Act 2004** <https://www.legislation.gov.uk/ukpga/2004/7/contents>
- **UK Professional Standards Framework for teaching and supporting learning in Higher Education** at https://s3.eu-west-2.amazonaws.com/assets.creode.advancehe-document-manager/documents/advance-he/UK%20Professional%20Standards%20Framework_1570613241.pdf
- **CIPD Code of Professional Conduct** at https://www.cipd.co.uk/Images/code-of-professional-conduct-april-2020_tcm18-14510.pdf
- **Office for Students (OfS) Requirements and Guidance** at <https://www.officeforstudents.org.uk/advice-and-guidance/regulation/>
- **UK Quality Code Advice & Guidance – Concerns, Complaints and Appeals** at <https://www.qaa.ac.uk/en/quality-code/advice-and-guidance/concerns-complaints-and-appeals>
- **Higher Education Code of Governance** (Committee of University Chairs, December 2014) at <https://www.universitychairs.ac.uk/wp-content/uploads/2020/09/CUC-HE-Code-of-Governance-publication-final.pdf>
- **Association of Employment and Learning Providers (AELP) principles of Good Governance for Independent Training Providers** at <https://www.aelp.org.uk/media/2595/code-of-governance-final-sept-2018.pdf>
- **OIA The Good Practice Framework for Complaints and Appeals** at <https://www.oiahe.org.uk/resources-and-publications/good-practice-framework/>
- **Competition and Markets Authority Guidance for HE Providers** at <https://www.gov.uk/government/publications/higher-education-consumer-law-advice-for-providers>
- **UKCISA Code of Ethics** at <https://www.ukcisa.org.uk/Membership/Codes-of-practice/Code-of-ethics>