

The Glasgow School of Art Modern Slavery and Human Trafficking Statement **(For Financial Year ending 31 July 2018)**

Introduction

This statement demonstrates the Glasgow School of Art's (GSA) commitment to the [Modern Slavery Act 2015](#) and specifically to section 54 (1). It lays out the steps GSA has taken during the last financial year, ending 31 July 2018, to identify and prevent modern slavery and human trafficking from taking place in any of its supply chains and in any part of its own business. The statement is aimed at our staff, students and suppliers, as well as anyone else who is interested in GSA's approach to combatting modern slavery and human trafficking.

GSA and Sustainable Procurement

Overview

GSA is a member of the procurement consortium Advanced Procurement in Universities and Colleges (APUC). APUC has driven a sustainable procurement focus for several years.

GSA's Sustainability Coordinator contributed to [APUC's Supply Chain Code of Conduct](#). APUC and its client community of colleges and universities is committed to carrying out procurement activities in an environmentally, socially, ethically and economically responsible manner and to entering into agreements and contracts with suppliers that share and adhere to its vision. To demonstrate this commitment, current and potential suppliers are asked to acknowledge their compliance with the principles of the APUC Supply Chain Code of Conduct with respect to their organisation and their supply chain.

Training

GSA's Procurement staff regularly attend conferences which deliver sessions on the topic.

Procurement Tools

GSA's procurement team makes full use of the following procurement tools:

- GSA templates which include a Modern Slavery Act compliance question
- GSA strategy recommendation reports
- Calling off APUC's Framework Agreements which include sustainable procurement references and a Modern Slavery Act compliance question

GSA's Own Employment Practices

The Glasgow School of Art is committed to promoting a positive culture for work and study in which all members of our community feel valued as people, treat each other with dignity and respect and have a shared understanding of the behaviours that contribute to maintaining this culture.

The Staff Recruitment Policy and Procedure provides a framework for fair and transparent recruitment of staff at GSA:

<http://www.gsa.ac.uk/media/1323625/staff-recruitment-policy-and-procedure.pdf>

The institution also operates in line with a number of other employment-related policies, designed to promote and encourage a safe and positive working environment. Details of these policies can be found here:

<http://www.gsa.ac.uk/about-gsa/working-at-the-gsa/hr-policies/>

GSA is a Living Wage Employer

More information here: <http://www.livingwage.org.uk/>

Actions for the next Financial Year

The revised GSA Procurement Strategy was published in 2018. Sustainable Procurement considers the environmental, social, legislative and economic consequences for design, materials used, manufacturing methods, logistics and disposal. We as a School understand that we have an important role to play in sourcing in a manner which looks to remove the use of modern slavery practices.

As GSA is an APUC institution, we directly benefit from work that APUC has undertaken.

- APUC has a web tool, 'Sustain' which assesses supplier compliance against the Supply Chain Code of Conduct including Social compliance, Ethical and Economic compliance and Environmental compliance. GSA is aiming to become more proactive in identifying suppliers and encouraging them to sign up to Sustain, to support delivery of a transparent, environmentally positive, ethical and socially responsible supply chain.
- APUC have recently undertaken the prioritisation exercise on the 137 collaborative framework agreements which they lead on, to identify areas where Modern Slavery may be occurring. GSA Procurement heavily promotes the use of these framework agreements within the institution and as such we can be confident that our supply chain has been analysed when contracting under these agreements. Going forward we will be looking to increase the uptake in these collaborative frameworks which will in reinforce the compliance with our policies.

Where possible, within our own tenders/contracts we will address areas of concern for modern slavery direct in the tendering process through minimum standards, specification and contract management).

GSA also intends to adopt the Scottish Government Sustainability test as part of their approach to Category Strategies. The tool enables a buyer to assess the risks and

opportunities across various areas (including labour concerns) for a commodity or category. The School will also aim to apply this to all its contracts and categories (where not already done so by APUC).

Signature

This statement has been approved by GSA Senior Leadership Group

Procurement will review and update annually and obtain approval each year.