

### Introduction

Sheffield Hallam University is one of the biggest universities in the UK. With 31,000 students, 4600 employees and a turnover of £290million, Sheffield Hallam as a civic university, has a key role to play in transforming lives, communities and the local economy.

### Our commitment

At Sheffield Hallam University, we recognise that our mission to “transform lives” extends far beyond the work we do to prepare our students for extraordinary futures and to produce innovative applied research. We take our mission to mean that we have a responsibility to our city, region, nation, and world to be a transformative university in all that we do, whether through our employment strategies, our community engagement, or our purchasing and procurement practices. As part of that mission, Sheffield Hallam

### Promotion of our commitment

Sheffield Hallam University has four major routes through which it promotes its expectations in relation to human rights and trading decisions:

1. risk identification and relationship management of its supply chains
2. relationship enhancement with its international partner organisations
3. internal policy, process and activity development which reinforces our intolerance of trading activity which might impact on individuals' freedoms

Sheffield Hallam University supports the UK Government's Action Plan to implement the UN Guiding Principles on Business and Human Rights. The university follows the principles in the "Preparing a Slavery and Human Trafficking Statement: Guidance for Higher Education" published in October 2018.

is committed to protecting human rights through our overt actions and through our indirect effect on the lives of people the university engages. We understand modern slavery to be a crime against humanity that requires the full commitment of all institutions to address. We embrace the opportunity to examine all of our operations and practices to identify places where our community can help to ensure that all people are free from lives of slavery and are provided the social and economic rights that are guaranteed to all.

4. support of student-led activities to minimise risks of trading where unethical practices persist

The key themes of the statement are:

- creating a responsible procurement policy
- raising awareness of the risks with SME suppliers
- developing links between our academic research and our support of the supply base to improve supply choices

- focusing upon contract management, supporting the supply chain to reduce opportunity for individuals' freedoms to be compromised
- improving supply chain monitoring and reporting
- taking increased interest in our investments.

### **Our structure**

The Vice-Chancellor is the University's chief executive and is responsible for the executive management of the University and its day-to-day direction.

His executive responsibilities are delegated through the University's Colleges, Research Institutes and Directorates:

### **Colleges:**

Business Technology and Engineering	Social Sciences and Arts
Health, Wellbeing and Life Sciences	

### **Research institutes:**

Culture and Creativity Research Institute	Industry and Innovation Research Institute
Health Research Institute	Social and Economic Research Institute

### **Directorates:**

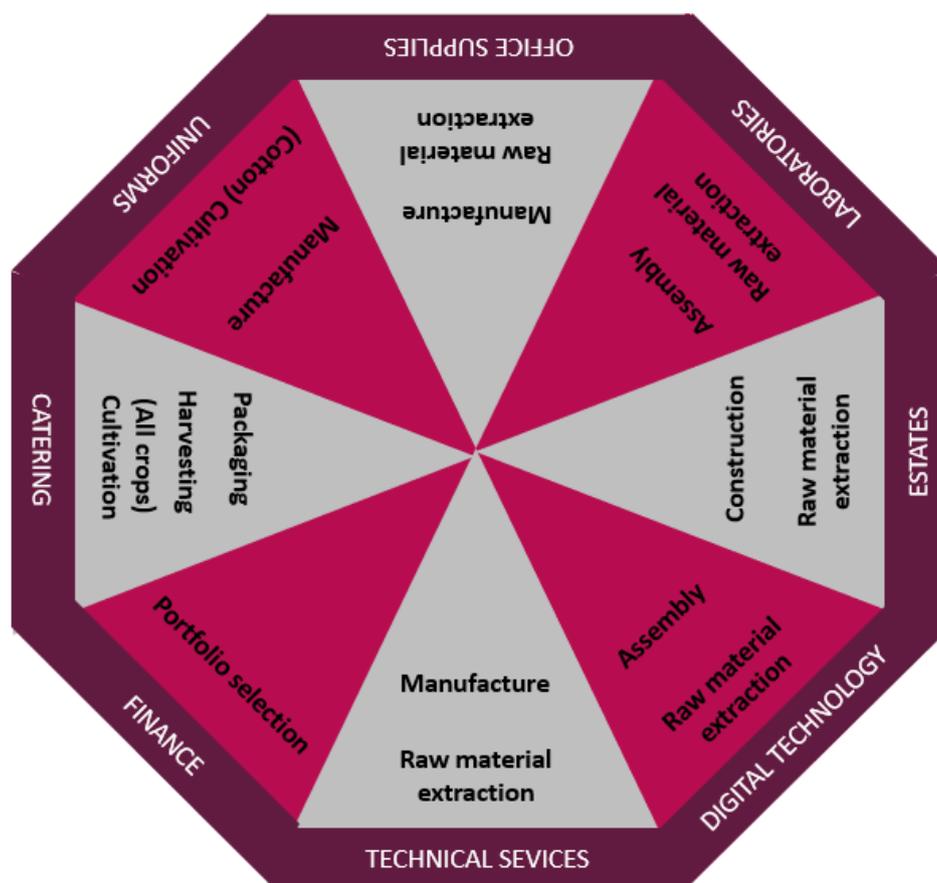
Business Engagement Skills and Employability	Corporate Operations
Development and Alumni Relations	Digital Technology Services
Estates and Facilities	Finance and Procurement
Global Development and Partnerships	Governance and Sector Regulation
Human Resources and Organisational Development	Learning, Enhancement and Academic Development
Recruitment, Communications and Marketing	Research and Innovation Services
Strategy Planning and Insight	Student and Academic Services
Student Engagement, Evaluation and Research	Transformation

### **Overseas representative offices:**

China	India
Malaysia	Nigeria
Pakistan	

## Our supply chain risks

The University has identified the following areas of heightened risk for human rights, from the products and services it procures:



## Action Plan

### Our policies and due diligence in relation to slavery and human trafficking

At Sheffield Hallam University we are committed to running our business responsibly and ethically. We are opposed to all forms of slavery and human trafficking and support the government's efforts to legislate against it. Sheffield Hallam supports the Base Code of the Ethical Trading Initiative, (ETI).

In line with the university's ISO 14001:2015 environmental management system, which focuses not only on the university's activities but

also the impacts of our supply chain, we assess the our actions as part of an annual internal audit cycle to ensure continued compliance with the Modern Slavery Act.

The development of the responsible procurement policy is a key activity for 2021., This key action, delayed in 2020 due to the Covid pandemic, has been reprioritised for 2021 and will include a specific action plan to reinforce our adherence to Section 54 of the Modern Slavery Act 2015.

## **Our teaching and academic research**

The issue of modern slavery has been integrated into our teaching offer and academic research in a number of programmes across the university. In this year's Modern Slavery statement, we are highlighting the work of the Department of Law and Criminology and its associated Helena Kennedy Centre for International Justice, which has developed the most robust work on modern slavery on campus. In preparation for next year's statement, we will conduct a University-wide survey to determine all the programming and research on modern slavery across the university.

The Department of Law and Criminology offers instruction on aspects of modern slavery in the undergraduate human rights track, undergraduate criminology track, the law degree, the MA in Criminology and Criminal Justice Practice, and the MA in Applied Human Rights. Students learn about the Modern Slavery Act and gain a basic knowledge of slavery across the curriculum, but receive more advanced training on the subject in modules such as the Level 4 criminology module on "Applying Criminology," the Level 5 criminology module on "Victims, Offenders, and Vulnerabilities," the MA module on "Researching Human Rights," and the MA module on "Global Threats and Penal Policy." On a more theoretical level, the department encourages students to think of slavery and other human rights violations within the contexts of global capitalism,

gender norms, structural violence, and racial and economic inequalities. Students are trained to understand the history of rights and their role in a truly transformational approach to modern slavery that gets at the root causes of injustice. Students have the opportunity to participate in faculty-student collaborative research that investigates modern slavery as it affects the Sheffield community.

The Department of Law and Criminology has examined in 2020 a PhD student whose thesis was on modern slavery, titled "Modern slavery in the UK: the role and impact of multi-agency collaboration."

Researchers in the department and in the Helena Kennedy Centre for International Justice work to understand the social, culture, and economic factors that make slavery possible. They conduct research with local police departments to identify trends in their investigations of slavery and to improve their responses. They investigate supply chains to determine how UK products may be connected to slave-made goods. They work on the nexus of migration and human trafficking, as well as on the role of gender norms in modern slavery. The department has recently hired a research professor whose work is focused exclusively on modern slavery, and she is providing research leadership to expand on that research agenda across the department.

## **Our Supply Chain**

The University advises its potential suppliers of our expectations in relation to human rights within its invitations to tender and expects all suppliers of scale to report on their social value and ethical trading activities on the Netpositive Futures portal, as part of the contractual obligations of the supplier relationship.

Sheffield Hallam University is a member of the North Eastern Universities Purchasing Consortium (NEUPC), accessing many of its procured solutions. NEUPC has a responsible procurement group of which the University is a member; this group works closely with both HEPA and UKUPC to consider and confront supply chain relationships which could give rise to environments at risk of modern slavery. NEUPC's Responsible Procurement Action Plan 2019 contains actions related to the Modern Slavery Act.

Where appropriate, we procure through TUCO and NEUPC frameworks in support of NEUPC's promotion of the NETPositive Futures approach to sustainable supply chain management: working more closely with both

## **Our investments**

The University does not have direct involvement in the management of its pension schemes' assets, but it is invited to comment upon investment strategy.

The LGPS, USS and NEST pension schemes have responsible investment policies. The University will continue to gain further understanding how our contributions are being invested.

organisations to determine, where by working together we can better understand our actual risks from the supplies we procure.

We continue to identify sources of supply which might contain modern slavery risks and report annually how those risks are mitigated. The Alliance, (the University and its private sector alliance partners), will deliver the University's masterplan. It is responsible for ensuring its supply chain is secured in a responsible and ethical way. It is undertaking a particular focus upon its workforce to ensure the signs of bonded and enforced labour are understood by its decision-makers, such that any potential risks can be identified and remedied.

Sheffield Hallam University promotes its slavery and human trafficking statement to SMEs within its supply base. It encourages key suppliers, not otherwise covered by the legislation to review their own risks and consider how supplies to the University might be impacted and how they could work to remove such risks from the supply chain.

The University holds no direct investments other than those in its subsidiaries, associates and joint ventures, which all operate in areas consistent with the University's objectives. All cash investments are held as bank deposits and are subject to our Ethical investment Policy.

**Measuring effectiveness and planning**

Sheffield Hallam University has benchmarked the activity of fellow Higher Education Institutions. Our risk categories were duly adjusted in 2018 (table T5 above).

The 2019 healthcare uniforms tender was developed as a template for tendered goods where risk categories are being procured; to promote and sustain good practice.

The NetPositive Futures tool was designed to support all businesses to communicate the positive actions they are undertaking to generate social value in the supply chain. It is currently being

**Training**

Integral to Sheffield Hallam University's commitment to Equality, Diversity and Inclusion is a desire to share its learning and on-line training. International partners and vested suppliers will be provided with opportunities to access relevant learning resources.

Internally, officers committing high volume/value transactions with suppliers have received a broad training package relating to improving purchasing decision-making. The training includes an understanding of modern slavery risks, to ensure their knowledge and focus remains alert to human rights risk in the supply chain. This training is now being digitised as a University-wide resource.

developed to enhance reporting and we are actively monitoring how this tool can be developed to encourage and monitor positive actions to reduce risks of exploitation in supply chains. Supplier monitoring and reporting is an active area of development for the University and recent contracts are more purposefully setting expectations to review value chain risks as part of the contractual deliverables.

We endeavour to learn from our academic research and seek ways to apply this knowledge for the betterment of our supply choices.

Officers with duties to tender opportunities with the supply market are responsible for ensuring that documentation reflects our commitment to the Modern Slavery Act 2015. All procurement officers are MCIPS qualified or working towards that qualification. Part of the qualification includes the Ethical Procurement and Supply e-learning.

Teams and partners with responsibility for our overseas activities are aware of the duties under the Act relating to business overseas and receive training from the University to ensure their understanding is refreshed and embedded.

**Review and Approval**

This statement will be reviewed annually. This statement was approved by the Board of Governors of Sheffield Hallam University at its meeting on 25 November 2020.



.....

**Lord Kerslake**  
Chair of the Board of Governors

## Hyperlinks relative to the Slavery and H Trafficking Statement:

Information	Link
Preparing a Slavery and Human Trafficking Statement: Guidance for Higher Education	<a href="https://www.lupc.ac.uk/sites/default/files/Guidance%2Bfor%2BHigher%2BEducation%2Bupdated%2B11.11.19.pdf">https://www.lupc.ac.uk/sites/default/files/Guidance%2Bfor%2BHigher%2BEducation%2Bupdated%2B11.11.19.pdf</a>
Ethical trade base code	<a href="http://www.ethicaltrade.org/eti-base-code">http://www.ethicaltrade.org/eti-base-code</a>
Netpositive Futures portal	<a href="http://netpositivefutures.co.uk/">http://netpositivefutures.co.uk/</a>
NEUPC	<a href="https://neupc.ac.uk/">https://neupc.ac.uk/</a>
NEUPC responsible procurement	<a href="https://neupc.ac.uk/responsible-procurement">https://neupc.ac.uk/responsible-procurement</a>
NEUPC's Responsible Procurement Action Plan 2019	<a href="https://neupc.ac.uk/guidance-documents">https://neupc.ac.uk/guidance-documents</a> please refer to appendix A under the list of guidance documents
HEPA responsible procurement	<a href="https://www.hepa.ac.uk/resources/responsible-proc/">https://www.hepa.ac.uk/resources/responsible-proc/</a>
UKUPC responsible procurement	<a href="https://www.ukupc.ac.uk/responsible%20procurement.html">https://www.ukupc.ac.uk/responsible%20procurement.html</a>
Sheffield Hallam University Ethical Investment Policy	<a href="https://www.shu.ac.uk/about-us/sustainability/policy-planning-and-reporting">https://www.shu.ac.uk/about-us/sustainability/policy-planning-and-reporting</a>