

## Guidance on reporting concerns of modern slavery or human trafficking

The University has a zero-tolerance approach to modern slavery and human trafficking and takes steps to ensure they are not taking place in our supply chains or in any part of our organisation or operations, as set out in the University's [annual published statement](#).

### What is modern slavery and human trafficking?

The [European Convention on Human Rights](#), as incorporated into British domestic law under the [Human Rights Act 1998](#), protects individuals rights not to be held in slavery or servitude or made to do forced or compulsory labour. The [Modern Slavery Act 2015](#) created the following criminal offences:

- Slavery or servitude;
- Forced or compulsory labour; and
- Human trafficking (namely arranging or facilitating the travel of a person with a view to that person being exploited) and committing an offence with intent to commit human trafficking.

Also see [Modern Slavery statutory guidance](#) and [Government guidance briefing](#).

### Reporting concerns

- ! Urgent concerns, where potential victims are in **immediate danger**, will require intervention from the **Police (please call 999)**. If the incident is happening on campus, the [Security Team](#) should also be informed so that they are aware Emergency Services have been contacted.
- ! Concerns about a situation which involves **under 18-year-olds** or **Adults at Risk**, should be immediately reported to the **Registrar & Secretary** under our [Safeguarding Policy](#). Our reporting obligations will override any data protection obligations; therefore, if the University has concerns regarding any child or Adult at Risk, we reserve the right to report any necessary information.

**Consent** is required to refer concerns to **HR** (for staff) or **Student Services** (for students) via the [Support Report Respect online reporting form](#). Third parties may report concerns under the [Stakeholder Complaints Procedure](#). Concerns may also be raised under the University's [Whistleblowing Policy](#) (which will be treated in confidence and in accordance with the Public Interest and Disclosure Act 1998). Concerns can be reported **anonymously**. The relevant team will maintain a record and (where appropriate) instigate an investigation under the respective procedure, acting where necessary and overseeing remedial action to prevent reoccurrence.

The [Modern Slavery Helpline](#) is a leading anti-slavery charity which provides information, advice and guidance about any modern slavery issue to: potential victims and survivors; the public; statutory agencies such as the NHS and police; and businesses. Suspected cases of modern slavery should be **reported by the University to the Modern Slavery Helpline** (or via the 24-hour telephone 08000121700) – this can be done by the victim as well as on the victim's behalf if they give consent or as a third-party referral if they don't give consent (provided this does not breach any obligation of confidence under the common law). Concerns can be reported **anonymously**. Consent is not required where (1) someone is in imminent danger and/or (2) there is a situation involving child abuse or danger to a person under the age of 18).

### Support and wellbeing

It is important to know what help is available whether you feel in crisis or just want to talk to someone. Staff and students can access internal support on a wide-range of personal issues via the [Support Report Respect online reporting form](#). The [Chaplaincy team](#) also provides out-of-hours crisis support to staff and students, regardless of faith or if you have no religious beliefs; you can request this by calling 07780 613862 and a chaplain will answer your call or get back to you as soon as possible.

[Please use this link to reach out for external support, or seek advice and guidance via the Modern Slavery Helpline.](#)