



THE GLASGOW SCHOOL OF ART

Modern Slavery and Human Trafficking Statement

For the financial year ending 31 July 2024

INTRODUCTION

Glasgow School of Art (GSA) was founded in 1845 as a centre of creativity promoting good design for the manufacturing industries. GSA's role has continually evolved and been redefined to reflect the needs of the communities that it is part of, embracing fine art and architecture education and today, digital technology. Then, as now, our purpose remains the same - to contribute to a better world through creative education and research.

This statement demonstrates the Glasgow School of Art's (GSA) commitment to the Modern Slavery Act 2015 and specifically to section 54 (1) requiring the preparation of such a statement for each financial year. It aims to inform our staff, students and suppliers and others, about GSA's policy with respect to combatting modern slavery and human trafficking and the actions taken 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

GSA AND SUPPLY CHAIN

Overview

GSA has a Responsible Procurement Champion to co-ordinate and promote responsible procurement, including adherence to the Modern Slavery Act.

GSA is a member of the procurement consortium Advanced Procurement for Universities and Colleges (APUC). 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 recently updated APUC [Sustain Supply Chain Code of Conduct](#) with respect to their organisation and their supply chain.

Training

The requirement of the Modern Slavery Act is addressed at the induction for all new procurement staff.

GSA's procurement staff participate in training and awareness sessions on sustainable procurement which covers ways we can continue to combat Modern Slavery in the supply chain.

Our procurement team have availed themselves of APUC's eLearning module on 'Modern Slavery and Human Trafficking', and on 'Writing a Modern Slavery Statement'.

Procurement Tools

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

- GSA Invitation to Tender template includes sustainable procurement statements which require contractors to ensure they comply with current legislation in relation to the Equality Act 2010, Minimum Wage Regulations, Working Time Regulations, Health & Safety at Work Act and the Modern Slavery Act 2015.
- Calling off APUC's Framework Agreements which include sustainable procurement references and a Modern Slavery Act compliance question.
- GSA utilises a number of tools, which enable supply chain analysis in terms of modern slavery, for

example the Scottish Government Sustainable Procurement Prioritisation Tool and the Global Slavery Index.

- EcoVadis, a global CSR rating company based on international standards, conducting individual sustainability performance assessments.

GSA EMPLOYMENT PRACTICES

GSA 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 behaviors 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/>

Through our People Strategy, as an enabler of the GSA Strategic Plan, we are committed to delivery of fair work, defined by the Fair Work Convention as 'work that offers all individuals an effective voice, opportunity, security, fulfillment and respect'. We seek to comply with the Scottish Government's Fair Work First framework through:

- Payment of the real Living Wage.
- Providing appropriate channels for effective workers' voice.
- Investment in workforce development.
- Avoiding inappropriate use of zero hours contracts.
- Taking action to address any gender pay gap and create a more diverse and inclusive workplace.
- Offering flexible and family friendly working practices.
- Opposing the use of fire and rehire practices.

ACTIONS FOR THE NEXT FINANCIAL YEAR

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. GSA's Procurement function will continue to ensure its team have comprehensive awareness of issues related to modern slavery and support awareness maximisation across the institution and its suppliers' supply chains.

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's Procurement staff will continue to participate in training and awareness sessions on sustainable procurement, including combatting Modern Slavery in the supply chain.

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 will be continue to be 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 are working with all suppliers on collaborative framework agreements they lead on to ensure they comply with the principles of the Sustain Supply Chain Code of Conduct. 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. We will seek to maintain and, where appropriate, increase the uptake in these collaborative frameworks which will in reinforce the compliance with our policies.
- APUC uses a Supply Chain Management (SCM) portal, where APUC Contractors are required to complete their modern slavery act compliance information.
- APUC uses the EcoVadis tool and will continue to engage with their prioritized high-risk suppliers to undertake a sustainability performance assessment.

REVIEW AND APPROVAL

GSA's Procurement will review, update and obtain approval for this statement each year.

This statement, for the year ending 31 July 2024, was approved by the Board of Governors on 24 October 2024 and is signed on its behalf by the Board's Chair:



Ann Priest, Chair, Glasgow School of Art



Date