



Modern Slavery and Ethical Employment Statement 2025

Introduction

Pembrokeshire College (“the College”) is a College of Further Education based wholly in the United Kingdom. The College campuses are situated in Pembrokeshire, Wales. The College has around 1,900 full time students, 1,000 apprentices and 3,800 part time learners.

The College is committed to preventing modern slavery, human trafficking, and all forms of unethical employment practices within our organisation and across our supply chains. We fully support the twelve commitments set out in the Welsh Government Code of Practice, which address:

- Modern slavery and human rights abuses
- Blacklisting
- False self-employment
- Unfair use of umbrella schemes and zero hours contracts
- Payment of the Living Wage

This statement sets out the actions we have taken during the financial year to promote ethical employment, and outlines the measures we plan to implement in the coming year. It is issued in accordance with our Ethical Employment Code of Practice.

1. Ethical Procurement Practices

The College procures many of its goods and services from public-sector purchasing consortia. The principal consortia we work with are:

- National Procurement Service (NPS)
- Crescent Purchasing Consortium (CPC)
- Crown Commercial Services (CCS)

These consortia continue to strengthen their processes for managing supply-chain risks associated with modern slavery and human trafficking. In addition, the consortia have published their own Modern Slavery Statements which state how they aim to address these issues through the procurement processes that they manage.

During the year, the College took the following steps to embed ethical employment principles into our procurement activity:

- Ethical employment considerations were integrated into all procurement processes.
 - Tender documents refer to ethical employment.
 - Suppliers were asked to explain any abnormally low quotations to ensure compliance with fair employment standards.
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2. Policies and Procedures

- We maintained and reviewed our Ethical Employment Practices in Supply Chains Policy, which sets out our expectations for fair and ethical treatment of workers. The policy was communicated across the organisation to ensure understanding and compliance.
 - The College Whistleblowing Policy remained in place, giving staff a confidential and secure way to report concerns about unethical or unlawful employment practices.
 - We ensured false self-employment and the unfair use of umbrella companies or zero-hours contracts were not used within our organisation.
 - College employees are free to join and participate in Trade Union activities without any risk of discrimination.
 - We maintained our commitment to paying the Real Living Wage as the minimum rate for all staff.
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3. Training

- Our Safeguarding Policy and mandatory online training include guidance on recognising and responding to modern slavery and human trafficking. This training is mandatory for all staff.
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4. Fair Treatment of Suppliers and Supplier commitment

- We ensured that suppliers were not subjected to unreasonable cost or time pressures that could lead to unethical practices
- We promoted the payment of fair wages across our supply chain
- We are committed to ensuring all suppliers are paid within 30 days of submitting valid invoices. Financial Statements recorded 24 days for Year Ending 31st July 2025.
- All new suppliers are informed of the Ethical Employment in Supply Chains Code of Practice, and we confirm at the point of engagement whether they have signed up to it.

5. Future Actions

As part of our commitment to identifying and mitigating risk we plan to:

- Enhance our understanding of supply chain operations and uphold higher standards of transparency and accountability for all workers involved.
- Strengthen monitoring of high-risk suppliers and take appropriate action where necessary.
- Make use of the supplier Blacklisting service once it is available.
- Continue reviewing and improving internal policies to address emerging risks.
- Appoint an Anti-Slavery and Ethical Employment Champion to oversee implementation and raise awareness across the organisation.
- Work towards fulfilling all of the commitments of the Code of Practice, including more suppliers to adopt the Code fully.
- Include a copy of our Ethical Employment Policy in all procurement documentation.
- Make the College whistleblowing policy more accessible, with clear reporting channels for individuals both inside and outside the organisation.

Approval and Publication

This statement has been approved by the College Principal and will be published on the College website.

Signed:



Dr Barry Walters
Principal
Pembrokeshire College