

Modern Slavery and Human Trafficking Statement 2016-17

1 Introduction

The Royal Academy of Music (the Academy) is committed to protecting and respecting human rights, understanding the risks around modern slavery and human trafficking related to its business, and ensuring that there is no modern slavery in any of its business or supply chains.

2 Purpose

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015, and is designed to satisfy the Act's requirements by informing students, staff, and other stakeholders about the Academy and its policies with respect to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its business and supply chains.

Although the Academy's turnover (£24.5 million in 2016-17) is significantly less than the threshold for businesses required to publish a Modern Slavery Statement under the Act, the Governing Body considers that a Statement is appropriate, in the interests of transparency and accountability.

This Statement sets out the modern slavery and human trafficking risks inherent in the Academy's business and supply chains, and the steps being taken to address them. It applies to the Academy and its subsidiaries.

This statement is applicable to the financial year which ended 31 July 2017.

3 About the Royal Academy of Music

The Academy is a music conservatoire of world renown. The Academy is resolutely committed to the future and shaping contemporary musical life through the students we teach, the events we host, the recordings we produce, our research and by nurturing an engaging community that is open to everyone. We train around 850 students from over 50 countries in a variety of musical disciplines, and employ approximately 600 members of staff. We operate out of premises in central London. We spend approximately £7 million each year on goods and services, through a variety of supply chain arrangements.

The Academy has two wholly-owned subsidiaries:

- Academy Chimes Limited
- RAM Collections Trust

4 Our policy

The Royal Academy of Music, Britain's oldest conservatoire, was founded in 1822 and received its Royal Charter in 1830 (supplemental charter granted in 1998). The Academy is a registered charity, number 310007 and a company registered with Companies House, number RC00043.

The Academy acknowledges the provisions of the Modern Slavery Act 2015 and will ensure transparency within its organisation and with suppliers of goods and services.

The Academy will not knowingly support or deal with any business involved in slavery or human trafficking.

In the coming year, we are preparing a policy on Modern Slavery and Human Trafficking. This will be formally adopted and disseminated across the Academy.

5 Risks identified and actions being taken - staff

The Academy mitigates the risk of the occurrence of modern slavery in its permanent staff through adherence to its HR recruitment and candidate selection policies.

Checks are carried out to ensure that staff recruited are legally able to work in the UK. The Academy's pay rates are determined in line with Universities & Colleges Employers Association national awards. The Academy has committed to ensure that all direct employees are paid at least the London Living Wage. Academy students who are remunerated for work performed are paid at least the National Living Wage, or the National Minimum Wage, depending on their age.

We will update our recruitment process to include further due diligence checks and information for new staff.

Awareness training will be provided for staff to highlight new policies and processes in relation to modern slavery and human trafficking, and to ensure that staff remain vigilant and report any concerns. Our Whistleblowing policy will also be updated with regard to concerns around modern slavery and human trafficking, in our activities or supply chains.

6 Risks identified and actions being taken - temporary staff

Temporary staff and other staff recruited indirectly by the Academy are recruited through established and accredited sources who can provide assurance that they fully comply with the legislative requirements relating to the rights and welfare of their candidates and employees.

Agencies provide assurance that the appropriate checks have been made on the temporary staff being supplied to the Academy.

7 Risks identified and actions being taken - students

Although the risk of students experiencing occurrences of modern slavery or human trafficking through direct contact with the Academy are considered very low, it is appreciated that whilst living in London, they may become aware of such instances.

In order to mitigate such circumstances, the Academy has in place easily accessible and well publicised safeguarding channels through which students can obtain assistance, support and advice on their wellbeing.

8 Risks identified and actions being taken - supply chains

The Academy purchases goods and services across a wide range of suppliers, and will ensure that its purchasing procedures and documentation are aligned with the principles in the Modern Slavery Act 2015. Our standard terms and conditions of business will be updated to include clauses to cover modern slavery and human trafficking. Training will be provided to those responsible for procurement at the Academy to raise awareness and ensure an understanding of the risks of modern slavery and trafficking in our supply chains.

The Academy participates in a cost-sharing group, Ensemble Purchasing, through which we gain access to dedicated procurement expertise and advice. The Academy is also a member of the London Universities Procurement Consortium ('LUPC'), a professional collaborative buying organisation.

Both Ensemble Purchasing and LUPC are committed to acquiring goods and services without causing harm to others. In so doing, they are committed to supporting the UK Government's National Action Plan, updated in May 2016, to implement the UN Guiding Principles on Business and Human Rights. Ensemble Purchasing uses LUPC framework agreements for goods and services wherever appropriate; suppliers on these frameworks have been subject to extensive due diligence, including ensuring that there is no evidence of any act of modern slavery or human trafficking, forced or bonded labour, or labour violations.

The Academy's supply chains mainly fall under four 'super-categories' which are:

- Library Resources
- Professional Services
- ICT Equipment and Services
- Estates Goods and Services

The principal categories deemed to carry higher risks of human rights abuse are ICT equipment and some estates services, such as cleaning and security services. The corresponding source countries are deemed to be as follows:

Category	Country
ICT equipment	East Asia, China, India, Eastern Europe, Mexico
Cleaning services	United Kingdom

Security services	United Kingdom
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LUPC has focused its resources on these highest risk categories by running pilot due diligence projects in these categories, including in cleaning services and security services, where operatives are traditionally among the lower-paid. LUPC offers a new framework agreement for cleaning and security services to its members, under which new clauses have been introduced requiring suppliers to demonstrate their ongoing commitment to ensuring that they take steps to guard against modern slavery, human trafficking, forced and bonded labour and labour rights violations in this supply chain.

In the ICT equipment category, LUPC leads in the procurement of desktop and notebook personal computers for UK higher education institutions. Through LUPC, the Academy is an affiliated member of Electronics Watch, an independent monitoring organisation working to achieve respect for labour rights in the global electronics industry through socially responsible public purchasing in Europe. LUPC's HE's National Desktop and Notebook Supply Agreement now includes supplier due diligence and monitoring clauses, giving it contractual rights to collaborate with suppliers to establish due diligence and mitigation strategies to address human rights risks.

9 Risks identified and actions being taken – donations and investments

Philanthropic donations over £100,000 are scrutinised by the Academy's Gift Acceptance Committee, to ensure they do not come from unethical sources.

The Gift Acceptance Policy will be updated to make specific reference to modern slavery. Due diligence performed on proposed donations will include searching for any connection to modern slavery or human trafficking.

In relation to investments, the Academy has an Ethical Investment Policy. This states that, wherever possible, investments will be made in ways which are consistent with its mission and values; the Academy's values are to respect the rights of all people and have regard to their well-being. In making investment decisions, environmental, social and governance (ESG) issues will also be considered. The Academy's funds are managed by professional fund managers, who are signatories to the United Nations Principles of Responsible Investment (PRI), and who share a commitment to assess ESG concerns (including human rights issues such as modern slavery) in its investments.

10 Approval of Statement

This statement will be reviewed and published annually.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Academy's slavery and human trafficking statement for the financial year ended 31 July 2017.

Approved by the Governing Body on 18 June 2018