



ENGLISH HERITAGE

Modern Slavery Transparency Statement

For 2021/22

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I. About English Heritage

English Heritage cares for over 400 historic buildings, monuments and sites - from world-famous prehistoric sites to grand medieval castles, from Roman forts on the edges of the empire to a Cold War bunker. Through these, we bring the story of England to life for over 10 million people each year.

We protect an internationally-important collection of historic sites and artefacts which span six millennia, from the ancient past to the present day and include palaces, houses, hill figures, castles, abbeys, industrial sites, Roman forts and even deserted medieval villages.

Caring for these places and their collections for the benefit of this and future generations is a cornerstone of everything we do. The generous support of many donors enables us to do this. We have now embarked on the largest conservation programme in our history. Highly skilled conservation work will be carried out on an unprecedented scale, and we will allow the public to witness this as it progresses.

Gone are the days when people learned about history simply from reading books. People are increasingly looking for experiences that bring history to life in an engaging way and nothing beats standing on the spot where history happened.

We offer a hands-on experience that will inspire and entertain people of all ages. Our work is informed by enduring values of authenticity, quality, imagination, responsibility and fun. We want people to experience the story of England where it really happened.

The skill, knowledge, enthusiasm, and commitment of our staff and volunteers make English Heritage a special place to work.

As a registered charity, we are governed by a board of trustees who delegate day-to-day responsibility for the running of the organisation to a Senior Management Team. The range of roles and expertise we cover is immense and draws people from a wide range of sectors and backgrounds.

With our new freedom as a charity, independent of government, our ability to engage with millions of people is now greatly strengthened. We have identified four major priorities going forwards – Inspiration, Conservation, Involvement and Financial Sustainability.

We want to create inspiring visitor experiences that bring the story of England to life. We will also make sure our historic sites and artefacts are expertly cared for, so that they can be enjoyed by future generations. We will find new ways to involve more people in our work and our target is to ensure we are financially independent.

2. Context to this Transparency Statement

This statement addresses the requirements of Section 54 of the Modern Slavery Act 2015 and subsequent amendments. Its purpose is to inform our stakeholders, employees, suppliers, members, customers and any interested parties of our stance, risks and practices in relation to modern slavery, human trafficking, forced and bonded labour and labour rights violations (hereafter collectively referred to as ‘Modern Slavery’) along with the steps we take to identify, report and mitigate the risks.

3. The Modern Slavery and Human Trafficking Transparency Statement

This statement is published on 1 April 2022 pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes English Heritage’s Modern Slavery and Human Trafficking Transparency Statement for the financial year ending 31 March 2022. This statement has been approved by the Board of Trustees, and is communicated to our people and suppliers.

We support the UK Government’s National Action Plan in the implementation of the United Nations Guiding Principles on Business and Human Rights.

At English Heritage we have a zero-tolerance policy towards any form of Modern Slavery and coerced labour or human trafficking, both in our own organisation and within our supply chain. We have identified potential risks of Modern Slavery in two distinct areas – our workforce and our supply chain – these are addressed in more detail within this statement.

Our workforce

Our recruitment and human resources policies and processes comply with legislation and embrace best practice, including checks on the right of employees, agency workers, contractors and volunteers to work within the UK. We believe that these policies and processes would identify trafficked or coerced individuals directly employed or engaged by us.

Our employment, volunteering, and [whistleblowing procedures](#) allow any individual (anonymously, if preferred) to report any welfare or working practice concerns about anyone in the English Heritage workforce. Our safeguarding procedures also support our site-based employees and volunteers, as well as our education and youth participation teams in identifying and reporting potential signs of abuse, neglect or child exploitation in any of our stakeholder groups.

Our workforce is supported, nationally, by the Human Resources and Volunteering team, who readily give advice on any of the above, and all of our people, in addition, have access to confidential advice and counselling via our employee and volunteer assistance programme, should they wish to seek confidential advice or have any concerns about human trafficking affecting them, their families or their friends.

Our supply chain

We wholeheartedly support sustainable and ethical procurement and, as an organisation in receipt of public money, we abide by the Public Contracts Regulations 2015 and its principles of value for money and transparency. Where possible, we procure through Crown Commercial Service framework agreements. We have more than 4,000 suppliers that support our work.

All English Heritage suppliers, appointed or re-appointed from 1 March 2017, have been required to declare that they, and any subcontractors, are compliant with the Modern Slavery Act 2015. All have done so. We have Modern Slavery due diligence built into all our tender processes.

The Organisation for Security and Co-operation in Europe has identified six industries/supply chains where Modern Slavery is a particular risk – Cleaning, Hospitality, Construction services, Construction materials, ICT Hardware and Food industries. In addition, the UK Government's Gangmasters & Labour Abuse Authority additionally classifies Textiles as another higher risk industry/supply chain for Modern Slavery.

We recognise that a significant proportion of our procurement (around £39m per annum), is in these high risk areas where Modern Slavery and Human Trafficking can be more common. As such, all suppliers supporting our work in these areas have contracts in place which specify English Heritage's ethical and environmentally sustainable manufacturing and sourcing standards that the supplier is required to meet. In addition, and for suppliers in this area of our operations, we have a risk-based and rotational programme of detailed audits and site visits in place.

Our communication of stance and practices

We have communicated this approach to our workforce via our normal internal communications avenues, and our people have been reminded of the routes that they may use to report any concerns.

Our goals for 2022/23

English Heritage will continue to deliver our Supply Chain Strategy, which amongst other objectives, enhances Modern Slavery risk assurance through a number of mechanisms:

- Procurement Policy – our governance for all procurement activity. The Policy incorporates proactive Modern Slavery evaluation in all tenders as part of a balanced scorecard.
- Supplier Charter – which sets out moral and compliance expectations, and will form part of the contract between parties.
- Vendor Management Framework – provides a series of resources for contract managers to standardise and enhance the way contracts are managed across the organisation, this ensures Modern Slavery continues to be focused upon throughout the trading relationship. Management of Modern Slavery in this way forms part of the spectrum of English Heritage's supply chain assurance, along with Environmental Sustainability, Equality Diversity & Inclusion and Health & Safety.

- Risk Assessment and Audits – a detailed risk assessment will be conducted across the known areas of risk in the supply chain and the outcome will be enhanced concentration on suppliers carrying tangible risk. This assessment will influence our programme of supplier audits.

English Heritage will deliver additional training and development in a number of ways:

- Focused internal communications along with training for all employees on the legislation and our approach to Modern Slavery.
- All permanent members of our Procurement team will attain the Chartered Institute of Procurement & Supply's Ethical Procurement & Supply Certificate.

Approved by the Board of Trustees on 1 April 2022 and signed on its behalf by:

A handwritten signature in black ink that reads "Tim Laurence". The signature is written in a cursive style with a long horizontal stroke at the beginning.

**Sir Tim Laurence
Chairman
English Heritage**

The English Heritage Trust is a charity, no. 1140351, and a company, no. 07447221, registered in England and Wales.