

Modern Slavery Transparency Statement

About English Heritage

English Heritage cares for over 420 iconic historic buildings, monuments and sites spanning six millennia. Through these, we bring the story of England to life for over 10 million people each year. Historically a public sector body, we became a charity April 2015.

Stance on modern slavery

At English Heritage we have a zero tolerance policy for any form of modern slavery and coerced labour of human trafficking, both within our own business and within our supply chain. This policy has been endorsed by the Chief Executive and the Senior Management Team, and communicated to our workforce and suppliers.

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 encourage our people (anonymously if preferred) to report any welfare concerns with anyone in the English Heritage workforce. Our safeguarding procedures also support our site staff, education and youth participation teams in identifying and reporting signs of abuse, neglect or child exploitation. Our workforce is supported nationally by the Human Resources and Volunteering team and everyone has access to confidential advice and counselling through our employee assistance programme, should they wish to seek advice or have any concerns about human trafficking affecting them, their families or their friends.

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 and its principles of best value and transparency. We have more than 3,000 suppliers that support our work. All have a UK base and we only procure goods and services in sterling.

We recognise that a significant proportion of our procurement is in the construction, textile and food & beverage markets, where poor employment practices can be more common. As such, and in order to reassure ourselves that our suppliers are not complicit with any form of slavery, either directly or via their own downstream supply chains, all English Heritage suppliers, appointed from 1 March 2017, are required to declare that they, and any subcontractors, are compliant with the Modern Slavery Act 2015.

We are taking a risk-based approach to the review of our existing suppliers' practices by seeking declarations from our construction, textile and food & beverage suppliers first. We

now know that all our suppliers in these markets comply with the Modern Slavery Act 2015. Existing suppliers in other parts of our supply chain will have their compliance with the Modern Slavery Act 2015 appraised when contracts are re-tendered, which they are habitually.

Communication of stance and operating practices

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

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes English Heritage's modern slavery and human trafficking statement for the financial year ending 31 March 2019.



Mark Stuart-Smith
Chief Financial Officer
English Heritage
30 September 2019

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