



TRAINING FOR
ELECTRICIANS LTD



MODERN SLAVERY POLICY

Learner Protection During Their
Training

2025



Contact

01925 241 245



Website

www.trainingforelectricians.co.uk



E-mail

Enquiries@tfeukltd.com

Policy Statement

Modern slavery is a crime and a violation of fundamental human rights. It includes slavery, servitude, forced or compulsory labour, and human trafficking, all of which involve depriving a person of their liberty to exploit them for personal or commercial gain.

Training for Electricians Ltd has a zero-tolerance approach to modern slavery in its business and supply chains. We are committed to acting ethically, implementing effective systems to prevent modern slavery, and ensuring transparency in our approach consistent with the **Modern Slavery Act 2015**.

All staff, contractors, suppliers, and partners are expected to uphold these standards.

Identifying Modern Slavery

Modern slavery may occur within our operations, supply chains, or outsourced activities.

Indicators of potential modern slavery include:

- Individuals not in possession of their own identification or travel documents.
- Wages being paid to someone else's bank account.
- Individuals being excessively coached, controlled, or monitored by others.
- Working excessive hours or under threat of punishment.
- Limited contact with friends or family and restricted social interaction.
- Signs of poor or abusive living and working conditions.

This list is not exhaustive; any concerns should be reported immediately.

Training

Training for Electricians Ltd is committed to ensuring all staff and contractors are aware of modern slavery risks and understand their responsibilities.

Information and Guidance: All staff receive guidance on identifying and reporting modern slavery as part of their induction and ongoing training.

Online Training: An anti-slavery training module is available on demand for all staff to complete at their convenience.

Face-to-Face or Additional Training: Further training sessions, either in-person or online, can be arranged on request through the company office.

Responsibilities and Compliance

- Management: Ensures this policy complies with legal and ethical obligations and is effectively implemented.
- All Staff and Contractors: Must comply with this policy and report any concerns regarding modern slavery.
- Suppliers and Partners: Must comply with this policy or maintain their own anti-slavery policies in alignment with these standards.

Reporting Modern Slavery

- Staff must report any suspicions of modern slavery to their line manager, the Head of Operations, or the designated safeguarding officer.
- Suppliers should report concerns to their primary contact at Training for Electricians Ltd at Enquiries@tfeukltd.com

- Anonymous reporting is encouraged where appropriate, and reports will be handled in accordance with our **Whistleblowing Policy**.

On-Site Work Experience

Training for Electricians Ltd recognises that learners may undertake work experience placements at external sites, including contractors, employers, or partner organisations. During these placements, we are committed to ensuring learners are protected from any risk of modern slavery or exploitation.

- **Pre-Placement Checks:** All external placements are assessed to ensure the host organisation complies with legal requirements and ethical standards, including anti-slavery practices.
- **Briefing and Guidance:** Learners receive clear guidance on their rights, expected conduct, and how to identify and report any concerns related to modern slavery while on-site.
- **Supervision:** Learners are supervised and supported during their placement. Any incidents or concerns must be reported immediately to their assigned *Training for Electricians Ltd* supervisor or safeguarding officer.
- **Reporting Procedures:** Learners are informed of the reporting channels, including confidential escalation to the Head of Operations or designated Safeguarding Officer if they feel unsafe or witness suspicious activity.
- **Ongoing Monitoring:** Training for Electricians Ltd maintains regular contact with placement providers to monitor compliance, ensure learner safety, and address any issues promptly.
- **Emergency Protocols:** Clear procedures are in place to remove learners from unsafe situations, including immediate withdrawal from placements if there are credible concerns about modern slavery or exploitation.

This ensures that all learners participating in on-site work experience are protected, and any risks of modern slavery or unethical labour practices are mitigated.

Responsibility for This Policy and Compliance

- **Management Team:** Has overall responsibility for ensuring this policy meets legal and ethical obligations and is effectively implemented across the organisation.
- **Designated Personnel:** The Head of Operations, together with the Safeguarding Officer, is responsible for implementing this policy, providing guidance, and handling any queries related to modern slavery.
- **All Staff and Contractors:** Must comply with this policy and report any concerns about potential modern slavery.
- **Suppliers and Partners:** Must comply with this policy or maintain their own anti-slavery policies that align with the standards set out by Training for Electricians Ltd.

