

## 1. Policy Statement

Skills Construction Centre is committed to conducting business with integrity and transparency. We adopt a **zero-tolerance approach** to modern slavery, human trafficking, forced labour, and any form of exploitation within our operations, supply chains, or stakeholder relationships. We are dedicated to upholding human rights and complying fully with the **Modern Slavery Act 2015** and all other relevant UK legislation.

## 2. Purpose

The purpose of this policy is to:

- Prevent the occurrence of modern slavery in any part of our organisation or associated partnerships.
- Set out our approach to due diligence, monitoring, and response.
- Promote awareness and encourage reporting of any concerns.

## 3. Scope

This policy applies to:

- All Skills Construction Centre employees, apprentices, learners, directors, subcontractors, and suppliers.
- All services, training delivery, contracts, procurement and employment processes, and third-party partnerships.

## 4. Our Commitment

We will:

- Comply with all legal and ethical obligations relating to modern slavery and human trafficking.
- Ensure transparency in our operations and supply chains.
- Promote ethical and lawful employment practices.
- Support and work with partners who share our values and commitments.

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## 5. Actions Taken to Prevent Modern Slavery

### a) Employment Practices

- Conduct **Right to Work and pre-employment checks** on all new employees, including verification of identification and right-to-work status.
- Investigate any discrepancies thoroughly and take appropriate action.
- Ensure employees work under fair and transparent employment terms.

### b) Supplier and Stakeholder Engagement

- Expect all suppliers, subcontractors and employer partners to comply with our Modern Slavery Policy.
- Develop supply chain checks to assess and monitor risk areas, particularly where temporary or low-skilled labour is used.
- Work only with stakeholders who meet our ethical standards.

### c) Safeguarding and Learner Welfare

- Embed anti-slavery principles into our wider safeguarding strategy.
- Monitor learner welfare, particularly for those on work placements, apprenticeships or entering employment through our partners.
- Train relevant staff to spot signs of exploitation, coercion, or trafficking.

### d) Training and Awareness

- Provide mandatory annual training on modern slavery and human trafficking to staff.
- Raise awareness among learners and apprentices as part of personal development and safeguarding education.
- Display helpline and support contact information in all centres and learner materials.

## 6. Reporting and Whistleblowing

- Employees, learners, and stakeholders are encouraged to report any concerns confidentially to the **Operations Manager** or **HR Department**.
- Reports will be treated seriously and investigated promptly and discreetly.
- The **UK Modern Slavery Helpline** (0800 0121 700) is also promoted across all sites and resources for anonymous support.

## 7. Responsibility and Review

- The **Director** has overall responsibility for ensuring compliance and implementation of this policy.
- All managers are responsible for promoting awareness and ensuring due diligence in their departments and contracts.
- This policy will be reviewed **bi-annually** or sooner if significant changes in legislation or business operations occur.

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