Bespoke Training & Education Ltd (BT&E)

Statement on modern slavery and trafficking - Review Feb 2027

This statement sets out BT&E's actions for the financial year November 2024 to Sept 2025 to understand the potential modern slavery risks related to its activities and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own business - and that in so far as possible, our suppliers hold the same ethos.

BT&E is an organisation that provides wellbeing and educational courses for children, young people, unemployed and adults from 18 years of age upwards.

Our services span across the West Midlands, Shropshire and Cheshire and our services are provided by up to 20 paid staff.

This statement is made on behalf of BT&E, we value diversity, champion equality and actively challenge discrimination. We recognise the importance of our role in taking a robust approach to the global problem of slavery and human trafficking.

We help people face to face, over the phone, by email and webchat last year to gain qualifications and improve their life opportunities through our wellbeing and accredited educational programmes.

Due to the nature of our work, we offer staff development courses and advice to help people understand whether they or someone they know may have been a victim of human trafficking, to signpost them to specialist support organisations, and we explain what might happen if they make a police report.

Our client base includes many people in vulnerable situations. So, we ensure that our staff and volunteers understand what modern slavery and human trafficking are, and that they are alert to the key warning signs in adults and children.

We are absolutely committed to preventing slavery and human trafficking in our activities, and to ensuring that users of our services and suppliers within our supply chains are free from slavery and human trafficking.

Modern Day Slavery Policy - Review Sept 2026

In the last year we updated our standard terms and conditions to include clauses relating to modern slavery. These clauses and our terms will be regularly reviewed to ensure they stay up to date and relevant. In contracts with suppliers not subject to our standard terms and conditions we also looked to include clauses relating to modern slavery.

We recognise that there is more we can do as an organisation and so will undertake new initiatives in the next year. If relevant, we will analyse our spend to identify the categories and suppliers that operate in high-risk areas for modern slavery. This will allow us to work with suppliers on a targeted basis to focus on those that operate in high-risk industries.

An example of this is that we are reviewing our suppliers for products such as tea and coffee in our workplace, to ensure we use Fair Trade products where possible.

In the coming year we will develop a Supplier Code of Conduct which will set out the minimum ethical standards we expect all our suppliers to meet in order to work with us, this will include a section on modern slavery.

We will look to sign up our suppliers and those identified as operating in high-risk areas of modern slavery to the Code of Conduct in the next year.

We will continue to work with other organisations, particularly charities to share ideas and best practice on how to combat modern slavery and to explore opportunities to collaborate to help do this.

Our policies with direct relevance to modern slavery include safeguarding, whistleblowing, complaints, dignity at work, and procurement. Neither our own staff, who are employed to run our programmes, nor our volunteers are in any category which is generally seen to be vulnerable to modern slavery in the UK.

This statement is made voluntarily, in support of the principles of the Modern Slavery Act 2015. It has been approved by the staff and director and signed by the director on their behalf.

We will be continually updating our policies and procedures relating to government guidelines.



Graham Coffey

Director