

## **Modern slavery and human trafficking statement 2023-2024**

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

This statement sets out Training Works 4 U's actions and steps we have taken to maintain and prevent slavery and human trafficking. In this statement we aim to give a transparent report on our progress in addressing any risks. Training Works 4 U have a zero-tolerance approach to modern slavery and human trafficking, and we are fully committed to preventing slavery and human trafficking in our activities and supply chains.

### **Our commitment to the principles of the Modern Slavery Act 2015**

Training Works 4 U is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunity's employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion. We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

### **Our Business**

Training Works 4 U is a work-based learning provider offering a range of qualifications. We work across England and deliver contracts through our Prime provider Dimensions Training Solutions (DTS), Calderdale College and Acorn Training for the ESFA.

### **Our supply chain**

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are very limited, and we procure goods and services from a restricted range of UK suppliers.

Dimensions Training Solutions (our shared services provider) has also published its statement on slavery and human trafficking. This includes mechanisms for guarding against modern slavery in its clients' supply chains.

### **Policy**

Our policies reflect our commitment to acting ethically and with integrity.

### **Safeguarding Policy**

Our safeguarding policy sets out the legislative requirements to provide a duty of care and provide a clear process for escalating concerns to protect individuals. We have a dedicated helpline and email address to enable people to easily raise any concerns.

### **Prevent Policy**

Our Prevent policy sets out a clear framework to structure and inform our response to safeguarding concerns for those people who may be vulnerable to the messages of extremism. In addition, it provides details of the local inter agency process and expectations in identifying appropriate interventions based on the threshold of need and intervention model and the Channel process.

### **Code of Conduct**

Our code of conduct makes it clear to employees the actions and behaviour we expect from them when representing the company. We strive to maintain high standards of behaviour and strong ethical standards across the business including our supply chain Partners.

### **Whistleblowing Policy**

We encourage all employees, service users and partners all report any concerns related to the direct activity of the business or supply chain partners. The procedure is designed to make it easy for disclosures to be raised, without fear of reprisal.

**Equality & Opportunity Policy**

Our equality and diversity policy ensure that we respect and value the diversity of our participant s, customers, employees, supply chain partners, partners, employers, and all other people we work with. We strive to create a positive working environment to support learning and improve employment opportunities where everyone is treated with dignity and respect.

**Due Diligence & Risk Management**

We expect the highest standards of conduct and for everyone in and associated with our business to act with honesty and integrity. Part of our due diligence process includes the reviewing of polices to ensure that all we have suitable processes in place to reduce risks.

**Training**

Polices and processes are annually reviewed and cascaded to the business via our internal quality update, which ensures all employees are kept up to date. All our employees undergo a series of online training annually, to ensure they have good understanding and knowledge on a variety of subjects.

**Trade Unions**

Employees of Training Works 4 u have the right to choose to join or not join a union, decide to leave or remain a member of a union, belong to the union you choose, even if it’s not the one your employer negotiates with on pay, terms and conditions and belong to more than one union

**Effectiveness**

Our due diligence processes help us to understand where we have greater risk. Modern slavery signs can be difficult to identify so we ensure that we improve the understanding of where risks are greatest and priorities activity accordingly. Training Works 4 U commit to continuing to review policies and procedures and putting in correct controls to mitigate risks of modern slavery and human trafficking across our organisation.

**Ethical and sustainable resourcing**

Training works 4 U ensures that as a business we use local suppliers wherever possible to support the local community and sustainability values as an organisation. Training Works 4 U ensures all supply chain are made aware of the company’s sustainability policy

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