



# Anti-Slavery and Human Trafficking Statement

Last reviewed- 21/04/2023

Next review- 21/04/2024

Reviewed by - JK

Approved by - Trustees

Step into Learning is a provider of Further Education across Cornwall and the Southwest of England. We believe that everyone deserves the opportunity to live a purposeful and fulfilling life; all equal all different.

We believe that education helps people to define adapt and shape their world. It is very important to us that we employ ethical business practices that are aligned with our ethos of a business for social purpose to deliver our vision. As an employer we are committed to ethical employment practices and strive to always behave as an employer of choice.

We regularly review all our terms of employment to ensure that they comply with all relevant legislation. We work very collaboratively with our workforce to ensure we are fair and transparent as an employer. We have a procurement policy to ensure we follow all current legislation and regularly review and implement changes to legislation.

We are committed to doing what we can to combat slavery and human trafficking. Our anti-slavery and human trafficking statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing systems and controls that seek to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Step into Learning does not wish to support or deal with any business knowingly involved in slavery or human trafficking in any part of its operations.

We have therefore started to take appropriate steps to ensure that there is no modern slavery or human trafficking in our organisation or our supply chains. These steps include:

- Requiring new suppliers to declare that they are not involved in modern slavery or human trafficking and have not been subject to any investigation in connection with any offence involving slavery or human trafficking.
- Provisions in our template contract documentation requiring our suppliers to take appropriate steps to ensure that there is no slavery or human trafficking in their supply chains.
- Step into learning carries out full statutory and i.d. checks on employees including DBS checks; all employees have an induction, a line manager and access to our HR.
- We have a dedicated safeguarding team who work across the group and have received training in preventing modern slavery and human trafficking.

We will assess any instances of non-compliance with on a case-by-case basis and will then tailor remedial action appropriately. We will only trade with those who fully comply with this policy or those who are taking verifiable steps towards compliance.

This statement is made under section 54(1) of the Modern Slavery Act 2015.

This statement is approved by Step into Learning board and applies to all organisations within our consortium. It will be reviewed and updated as necessary or on an annual basis.