

ANTI-SLAVERY STATEMENT

1. Organisation Structure and Supply Chain

1.1 Activate Learning fully supports the principles set out in the Modern Slavery Act 2015, including the protection of internationally proclaimed human rights. In line with these principles.

Activate Learning:

- respects the rights of workers to join, form or not to join workers organisations including trades unions.
- is committed to ensuring



- x Trading with a contractor or sub-contractor using slavery/forced labour including human trafficking or child labour and/or where workplace conditions such as working hours and health and safety are inadequate.
- x Not having clear and well-communicated policies and procedures for concerns to be raised and addressed.
- x Failure to fulfil statutory and moral responsibilities in the safeguarding of students which includes modern slavery.
- x Training and staff awareness throughout the college.
- x Employee recruitment and the use of recruitment agencies.

4. Due Diligence

Supply Chain Due Diligence

4.1 Activate Learning has a responsible procurement plan to better understand and manage the risks present within our supply chain and to ensure that we are spending in a responsible and compliant way. This looks at various facets within corporate social responsibility (CSR), with particular focus on sustainability, diversity and inclusion, modern slavery, and community.

4.2 All new suppliers are required to complete a 'New Supplier Registration' form which requires them to complete our Modern Slavery Declaration (in lieu of a provision of their own Modern Slavery Statement), confirming their commitment and any anti-slavery measures in place.

4.3 We promote the use of public sector frameworks across our organisation for the supply of goods and

- 4.7 Activate Learning has implemented robust recruitment and onboarding processes to ensure that no modern slavery practices occur within our workforce. These processes include following fair HR recruitment and selection policies and procedures; conducting thorough identity and right to work checks; and ensuring that all employees are paid at least the legal minimum wage.
- 4.8 Our Recruitment Team uses an approved supplier list of recruitment agencies who have been checked to ensure that they comply with all UK legislation relating to employment rights and the welfare of candidates. All of the recruitment agencies we use have either provided a copy of their modern slavery statement or have signed a modern slavery declaration to confirm their commitment and any anti-slavery measures they have in place. The same checks will be conducted for any new recruitment agencies which we may work with in the future.

5. Staff Training and Awareness

5.1 Activate Learning has a 'Safeguarding Essentials at Activate Learning programme' which includes information about modern slavery. This training is mandatory for all employees and can be reported on to ensure compliance. In addition, we have an online Modern Slavery training module which is available in our corporate ethics suite of modules within our Knowledge and Skills Hub.

5.2

