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Author / Reviser / Owner	Banji Oladimeji
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## JFC Training College Modern Slavery Statement

### Introduction

JFC Training College is committed to preventing modern slavery and human trafficking in all aspects of our operations. Although we are not subject to Section 54 of the Modern Slavery Act 2015, we voluntarily adopt best practices to ensure ethical business operations and a supply chain free from exploitation.

### a. Organisation Structure, Business, and Supply Chains

JFC Training College provides education and training services across various sectors, including health and social care, fitness, and professional development. Our supply chain consists of education service providers, learning material suppliers, IT service providers, and facility management companies. We ensure that all suppliers align with our ethical standards and policies.

### b. Policies in Relation to Slavery and Human Trafficking

To reinforce our commitment, we have implemented the following policies:

- Equality and Diversity Policy: Ensures fairness, inclusion, and respect for all individuals working with or learning at JFC Training College.
- Safeguarding Policy: Provides measures to protect vulnerable individuals, including learners and staff, from abuse and exploitation.
- Whistleblowing Policy: Encourages reporting of concerns about unethical practices, including modern slavery, with protections against retaliation.
- Supplier Code of Conduct: Requires all suppliers and partners to adhere to ethical business practices, including prohibiting forced labour and trafficking.

### c. Due Diligence Processes

We assess and mitigate risks associated with modern slavery in our operations by:

- Conducting due diligence on suppliers, ensuring compliance with ethical labour practices.
- Implementing staff training programmes on recognising and reporting modern slavery indicators.
- Ensuring that contracts with suppliers contain clear anti-slavery clauses.
- Regularly reviewing and updating policies to align with legal and ethical best practices.

#### **d. Risk Areas and Mitigation Steps**

We recognise that risks of modern slavery and human trafficking may exist within our supply chains, particularly in:

- Facilities management and cleaning services, where low-paid workers may be vulnerable to exploitation.
- Procurement of IT equipment and learning materials, which may involve international supply chains with higher risks.

To mitigate these risks, we:

- Work only with accredited and ethical suppliers.
- Require all contractors to comply with our Supplier Code of Conduct.
- Conduct annual supplier audits and risk assessments.
- Encourage staff to report any suspected unethical practices.

#### **e. Effectiveness in Tackling Modern Slavery**

To measure our effectiveness in preventing modern slavery, we:

- Conduct quarterly reviews of supplier compliance.
- Maintain a 100% staff completion rate on modern slavery training.
- Require all new suppliers to complete a modern slavery compliance declaration.
- Monitor reports of unethical practices and investigate all allegations thoroughly.

#### **f. Training and Capacity Building**

All JFC Training College employees receive training on modern slavery risks, enabling them to:

- Identify signs of modern slavery and human trafficking.
- Understand reporting mechanisms and escalation procedures.
- Promote ethical practices within our organisation and supply chains.
- Ensure compliance with our ethical procurement framework.

### **Continuous Improvement**

We remain committed to improving our approach to tackling modern slavery by:

- Engaging with external stakeholders and industry bodies to stay informed on best practices.

- Enhancing supply chain transparency through supplier audits and compliance checks.
- Strengthening reporting mechanisms to encourage greater awareness and accountability.
- Reviewing and updating our policies annually to ensure alignment with evolving regulations.

## Conclusion

JFC Training College recognises its responsibility to combat modern slavery and human trafficking. We will continue to review our practices, enhance awareness, and foster ethical business relationships to ensure a workplace and learning environment free from exploitation.

This statement has been reviewed and approved by our senior management team and will be updated annually as part of our commitment to continuous improvement.