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ORIGINATOR	**PATRICIA MALLALIEU**
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RESPONSIBLE DIRECTOR	**PATRICIA MALLALIEU**
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Modern Slavery Statement

This statement sets out the actions Be Inspired Training is taking to address the issue of modern slavery following the implementation of the Modern Slavery Act 2015 ('the Act').

Whilst BE INSPIRED TRAINING does not believe it is strictly required to comply with the Act, as an organisation we take our responsibilities around modern slavery, ethical labour and workforce practices extremely seriously. We believe that any form of exploitation is wrong, and we are committed to doing our best to ensure that our charitable activities and supply chains are free of slavery and human trafficking as defined in the Act. We are therefore committed to reporting annually on the steps that we are taking to support the principles of the Act.

This statement has been approved by the Executive Directors of Be Inspired Training.

Policies

As part of our commitment to combating modern slavery, we are implementing a Modern Slavery Policy which applies to the entire organisation. In this policy we set out the actions that we have taken and will continue to take to reduce the risk of modern slavery in the organisation and our supply chains.

We have introduced an employee Code of Conduct which signposts key policies in this area and which will ensure that everyone who works for Be Inspired Training, as an employee, volunteer or trustee, is clear about the high standards of behaviour we require.

We have in place a child safeguarding policy and are implementing an equivalent policy around vulnerable adults.

Actions

We have taken a number of other specific actions in addition to implementing a Modern Slavery Policy:

- We have a modern slavery clause in our standard terms and conditions of supply which sets out our expectations and the responsibilities of our third-party suppliers in relation to modern slavery. This includes provisions to ensure their responsibilities flow down to their subcontractors.
- We are introducing a supplier code of conduct to be used initially in respect of suppliers we deem to be working in areas of higher risk in respect of modern slavery.
- We have undertaken an appointment process to create a preferred supplier list for recruitment agencies which include thorough due diligence checks.
- We are putting in place a mechanism for staff to report any known or suspected malpractice which includes guidance and steps to follow.

Ongoing work to address modern slavery We will continue to monitor our supply chain and due diligence processes to ensure that we are as informed and knowledgeable as possible about or suppliers and any risk they may present in this area. We will continue to assess our supply base and identify areas which are deemed to be higher risk in terms of modern slavery. We will work with our suppliers to address modern slavery concerns.

We will continue to develop our policies in this area and strive to ensure that staff and volunteers are appropriately aware of and as necessary trained in this area.

We will continue to work with our international colleagues to raise the profile of and address issues around modern slavery.

Supply Chain

Be Inspired Training will work with supply chain and follow due diligence in line with contractural requirements as well as Be Inspired due diligence. For example: due diligence will include:

- Financial / credit checks
- Quality checks (monitoring/ site visits
- References
- DBS Checks
- HR & Recruitment Checks
- Policy & Procedures

Any other checks in line with contract requirements will also be included.