



Transparency Statement

JC Training & Consultancy Ltd is committed to preventing modern slavery and human trafficking in all aspects of its business activities, apprenticeship provision, employer relationships, subcontracting arrangements and supply chains. We recognise that modern slavery is a criminal offence under the Modern Slavery Act 2015 and a serious violation of fundamental human rights.

Modern slavery can take many forms, including slavery, servitude, forced or compulsory labour, debt bondage and human trafficking. These practices deprive individuals of their freedom and exploit them for personal or commercial gain. JC Training & Consultancy adopts a zero-tolerance approach to all forms of modern slavery and is committed to conducting its business ethically, transparently and with integrity.

As an independent training provider delivering apprenticeships and professional qualifications across England, we recognise our responsibility to safeguard learners, apprentices, employees, employers and stakeholders from exploitation. We are committed to implementing and maintaining effective systems and controls designed to prevent modern slavery within our organisation and throughout our supply chain.

This statement is published in accordance with Section 54 of the Modern Slavery Act 2015 and reflects our commitment to identifying, preventing and mitigating the risks of modern slavery and human trafficking.

Our Commitment

JC Training & Consultancy acknowledges its responsibility to comply fully with the principles and requirements of the Modern Slavery Act 2015. We undertake due diligence measures to provide transparency throughout our organisation and to ensure that our employment practices, recruitment activities and procurement arrangements are conducted lawfully and ethically.

Through our ongoing monitoring and review processes, we are satisfied that there is currently no evidence of modern slavery, forced labour or human trafficking within our organisation. However, we recognise that risks can exist within wider supply chains and labour markets and therefore remain vigilant in identifying and responding to any concerns.

We expect the same high standards from all contractors, suppliers, subcontractors, employers and business partners. Any organisation working with JC Training & Consultancy must



demonstrate compliance with applicable employment legislation, human rights legislation and the Modern Slavery Act 2015.

The following contractual provision may be included within supplier and subcontractor agreements:

"The Contractor warrants that it has thoroughly investigated its labour practices and those of its direct suppliers to ensure that slavery, servitude, forced labour, compulsory labour and human trafficking do not exist within its organisation or supply chain. The Contractor further warrants that it has implemented appropriate policies, procedures, investigations and compliance measures to ensure continued compliance with the Modern Slavery Act 2015. JC Training & Consultancy reserves the right to request evidence of such compliance and to undertake audits where there are reasonable grounds to suspect a breach of these requirements."

JC Training & Consultancy will not knowingly enter into or maintain business relationships with organisations that are involved in slavery, human trafficking or any other form of exploitation.

Apprenticeship Provision and Safeguarding

As a provider of apprenticeship training, JC Training & Consultancy recognises that learners may be vulnerable to exploitation both within and outside the workplace. We therefore incorporate modern slavery awareness into our safeguarding arrangements and learner welfare processes.

All staff have a responsibility to remain alert to indicators of exploitation, including restricted freedom of movement, signs of coercion, withholding of identity documents, unexplained living arrangements, financial exploitation, threats, intimidation or evidence of physical or psychological abuse.

Where concerns arise regarding a learner, employee or other stakeholder, staff must follow the organisation's safeguarding and whistleblowing procedures. Concerns may be referred to external agencies, including the police, local authority safeguarding teams, social care services or specialist organisations with responsibility for tackling modern slavery.

Roles and Responsibilities

Overall responsibility for this policy rests with the CEO and Senior Leadership Team. They are responsible for ensuring that adequate resources, systems and procedures are in place to identify and address modern slavery risks and to ensure compliance with legal obligations.



All employees, associates, consultants and contractors are expected to comply with this policy and to report any concerns relating to actual or suspected modern slavery. Failure to comply with this policy may result in disciplinary action and, where appropriate, referral to external authorities.

Reporting Concerns

Any concerns relating to modern slavery, human trafficking or exploitation should be reported immediately through the organisation's safeguarding or whistleblowing procedures.

Individuals may also seek advice or report concerns directly to the following organisations:

The UK Modern Slavery & Exploitation Helpline, operated by Unseen, provides confidential advice and reporting services and can be contacted via [Modern Slavery Helpline](#).

Information regarding the Modern Slavery Act 2015 and government guidance can be accessed through [UK Government Modern Slavery Guidance](#).

Safeguarding concerns relating to children or vulnerable adults may also be reported to the relevant Local Authority Safeguarding Partnership or directly to the police where there is an immediate risk of harm.

Further information about labour exploitation and workers' rights is available from the [Gangmasters and Labour Abuse Authority \(GLAA\)](#), which has statutory responsibility for investigating serious labour exploitation offences.

Communication and Awareness

A copy of this policy, together with supporting guidance on modern slavery, safeguarding and whistleblowing, will be made available to all employees through JC Training & Consultancy's internal communication systems. Modern slavery awareness forms part of our commitment to safeguarding, equality, diversity and inclusion, and ethical business practice.



Review

This policy will be reviewed annually by the Senior Leadership Team and Managing Director, or sooner where there are changes in legislation, regulatory requirements or organisational operations. The review process will consider emerging risks, lessons learned and best practice guidance issued by the Home Office, Ofsted, the Department for Education and other relevant bodies.