

## The Education and Skills Partnership

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### Modern slavery statement 01 January 2025

(This statement will be reviewed and updated every year.)

#### Company

This statement applies to Education & Skills Partnership (referred to in this statement as 'the Company'). The information included in the statement refers to the fiscal year.

#### Company structure

Refer to the Company structure located on SharePoint staff portal under Policies.

#### Definitions

The Company considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat.
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity, or being bought or sold as property.
- being physically constrained or to have restriction placed on freedom of movement.

**ESP policies in relation to the Modern Slavery Act 2015** The following policies are available to all staff through the ESP intranet:

- 001. Anti-Bullying and harassment policy
- 014. Code of conduct
- 024. Equality, Diversity, and inclusion policy
- 033. Ethics policy
- 062. Safeguarding Recruitment and selection policy
- 075. Whistleblowing policy

#### Commitment

The Company acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Company understands that this requires an ongoing review of both

its internal practices in relation to its labour force and, additionally, its supply chains.

The Company does not enter into business with any other Company, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom.

### **Potential exposure**

In general, the Company considers its exposure to slavery/human trafficking to be limited, minimal risk.

### **Impact of COVID-19**

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19 and adheres to UK Government guidance. This created several challenges for the Company, as it did for others across the nation.

The Company welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty.

Despite the permitted, delay, the Company remains in a position to publish its statement for the fiscal year 2022/2023/2024 in line with the original publishing requirements.

The Company concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above.

During the pandemic, the Company's employees still had access to the grievance procedure to raise any concerns that they may have had.

The Company's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

### **Steps**

If required, the Company can conduct a due diligence process in relation to ensuring slavery and/or human trafficking does not take place in its Company.

The Company has not, to its knowledge, conducted any business with another Company which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Company has taken the following steps to ensure that modern slavery is not taking place:

The above should include steps relating to:

- can review supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery.
- can take measures to put in place to identify and assess the potential risks in its supply chains.
- can undertake impact assessments of its services upon potential instances of slavery.
- create action plans to address risk to modern slavery.
- any actions taken to embed a zero-tolerance policy towards modern slavery.
- can provide any training to staff on modern slavery.

### **Key performance indicators**

The Organisation can set key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation.

### **Policies**

The Company has the following policies which further define its stance on modern slavery include e.g., a modern slavery policy; a company social responsibility policy; recruitment policy.

### **Slavery Compliance Officer (Safeguarding Lead)**

The Company has a Safeguarding Lead, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action regarding the Company's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each fiscal year.

**Date: 01 January 2025**

Signed: Jason Hargreaves

Print name: Jason Hargreaves

Job Title: ESP Managing Director

### **Further references**

<https://www.gov.uk/government/publications/procurement-policy-note-0519-tackling-modern-slavery-in-government-supply-chains>

<https://www.legislation.gov.uk/ukpga/2015/30/contents>

<https://www.acas.org.uk/acas-modern-slavery-and-human-trafficking-statement>