

Modern Slavery Statement

Modern Slavery and Human trafficking statement

Introduction

This statement sets out JP Enterprise's actions to support the highest ethical standards. An understanding of all potential modern slavery risks related to its business is crucial. Steps adopted are aimed at ensuring that there is no slavery or human trafficking in its own business and supply chains. This statement relates to actions and activities during the current year and is subject to annual review as best practice and ongoing review necessary to update and reflect changes.

As part of Education Sector, this organisation recognises that it has a moral responsibility to take a robust approach to slavery and human trafficking.

The organisation is committed to preventing slavery and human trafficking in its own corporate activities, and to ensure that supply chains utilised are free from slavery and human trafficking.

Organisational structure and supply chains

JP Enterprises delivers CITB Site Safety Plus and bespoke courses in respect of health, safety, and the environmental topics. The programs are designed to suit the particular nature & needs of individuals, companies, and organisations. This is achieved by focusing on their particular specialist requirements and providing training to enable delegates to support individual and collective needs from a sustainable health, safety & environmental perspective.

Scope The organisation currently operates in the United Kingdom

Strategies

The adoption of appropriate strategies reflects activities designed to enable identification to be made at the earliest from the interview and induction phases, throughout the sessions closure and reflective activities. This is enhanced by the program content and interactive nature of learning through consultation and dialogue with participants and colleagues throughout.

Individual assessment identifies particular activities that indicate high risk potential in relation to slavery or human trafficking. The complex nature of compromise in this respect requires a holistic approach. Additional policies are integral to this and all are dependent on individual and collective review These are addressed under separate cover.

- JP Enterprises additional policies that relate to modern slavery include: -
 - **Whistleblowing (Reporting Concerns) Policy**
 - provides a detailed approach to reporting any concerns (including someone that may be at risk of slavery or human trafficking), how these will be dealt with, and the protection of 'whistle-blowers'.

- **Vulnerable Adults Protection Policy**
 - JP Enterprises is committed to ensuring vulnerable people, including young persons and adults using our services are not abused and that working practices minimise the risk of such abuse. Our Partners, Lecturers and Tutors or contractors to JP Enterprises have a duty to identify abuse and report it.
- **Safeguarding Policy**
 - JP Enterprise's approach to safeguarding and promoting the welfare of children and vulnerable adults.
- **Complaints procedure**
 - provides a means for external parties to report concerns of Modern Slavery within JP Enterprise's business operations. If a concern is raised and the complainant feels that the issue is not resolved to their satisfaction, they can contact, Members of Parliament, the Parliamentary and Health Services Ombudsman.

All policies are available on JP Enterprise's Internet site. Additional policies will be developed to support change, scientific knowledge, legislative provision, guidance or if required.

JP Enterprises recognises fraudulent activity as one key corporate strategic risk (may involve modern slavery and human trafficking), measures have been put in place to reduce this risk.

High-risk activities

These are some activities considered to be high risk of slavery or human trafficking:

- Training courses whereby Delegates could be coerced to undertake training for Employers benefit.

Responsibility

- **Policies:** Devised and revised, updated, and approved by Partners
- **Risk assessments:** Carried out by and revised by Partners
- **Investigations/due diligence:** Undertaken by Partners
- **Training:** Tutors with support of Partners

Relevant policies

The organisation operates several policies, some previously acknowledged. These augment the identification of risks and controls to prevent modern slavery and human trafficking in its operations:

- **Whistleblowing policy**
- **Vulnerable Adults Protection Policy**
- **Special Needs Disability Policy**

- **Malpractice Maladministration Policy**

Due diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include:

- evaluating modern slavery and human trafficking risks of each new supplier.
- reviewing on a regular basis all aspects of the supply chain.
- checking suppliers for their labour standards, compliance in general, and modern slavery and human trafficking in particular.
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship

Awareness-raising programme

As well as training staff, the organisation has raised awareness of modern slavery issues by promoting:

- The basic principles of the Modern Slavery Act 2015.
- How employers can identify and prevent slavery and human trafficking.
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation.
- External help available, including the Modern Slavery Helpline.

This Statement is approved by the Partners who will review and update annually

[Partner's] signature:



[Partner's] name:

John L Powell

Date: 3 July 2020