



BEST PRACTICE PEOPLE

Our mission: To improve employment opportunities through the delivery of high quality, high impact skills training, coupled with a strategy to move every learner to a better destination

Best Practice People Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes Best Practice People’s modern slavery and human trafficking statement.

Best Practice People is strongly opposed to slavery and human trafficking. We strive to act ethically and with integrity in all our business dealings and relationships to ensure that slavery and human trafficking is not taking place within our organisation.

We operate several policies and procedures which reflect our commitment to acting properly in all of our business relationships and to implementing and enforcing effective systems and controls. They apply to all our employees and to anyone engaged on a temporary basis.

Our Organisation:

Best Practice People’s Ltd mission is to positively transform people and their communities. We support individuals, their families and the places they live to prosper - often under very challenging circumstances. Through our support, services and activities we enable people to gain qualifications to improve their CV and help them to gain work and access to education and training that improves their health, well-being, develops their skills and fulfils their potential.

We employ approximately 30 people and deliver our services across the pan-London, Coast to Capital, South East, East of England and Thames Valley LEP areas. Our day-to-day management activities reside with the Senior **Management Team who report to the Chief Executive Officer.**

Supply Chain and Due Diligence:

We use suppliers to support our organisation for facilities management, information technology and legal purposes. We have looked at all our suppliers and assessed the key ones in more detail to ensure that they have appropriate policies in place to minimise the risk of slavery and human trafficking in their business. Based on our review, we are satisfied that our key suppliers have appropriate policies in place.

Policies:

Our key policies and procedures in relation to human slavery & trafficking which contribute to minimising the risk of modern slavery and human trafficking in our organisation and include our:

Bullying & harassment policy – which is designed to help ensure that all of our staff and anyone that we support, and fund is treated with both dignity and respect.

Risk management policy – which is designed to keep all our activities in line with all applicable laws, regulations, and codes of governance (including in relation to slavery and human trafficking).

Health, safety, and environment policy – a key aim of which is to ensure the wellbeing of all our employees and anyone else who may be affected by our activities.

This policy will be reviewed every 12 months by Best Practice People Limited. Last Update: 6th March 2023





BEST PRACTICE PEOPLE

Our mission: To improve employment opportunities through the delivery of high quality, high impact skills training, coupled with a strategy to move every learner to a better destination

Employment procedures

We check that all our staff have appropriate right to work documents and ensure that they are paid fairly and enjoy a competitive remuneration package. We have procedures in place to safeguard the interests of young people and any unpaid work experience volunteers working at Best Practice People.

Procurement policy

Which sets out a number of factors to be considered when selecting our suppliers, including whether the supplier has a strong reputation for complying with laws and ethical procedures. We require all suppliers to comply with the law (including in relation to modern slavery and human trafficking). We have looked at all our suppliers and assessed our key suppliers in more detail to ensure that they have appropriate policies in place to minimise the risk of slavery and human trafficking in their business. Due diligence and monitoring is ongoing and under review to improve supplier vetting and to further minimise a range of risks, including slavery and human trafficking.

Whistleblowing policy

Which provides guidance on how to report suspected dangers or wrongdoing in the workplace.

Our policies are all monitored by a relevant policy owner within our organisation and reviewed bi-annually and our Senior Management Team is responsible for reviewing our policies to ensure that they remain effective and meet industry and regulatory requirements.

Effective Actions to address modern slavery:

Our Company’s culture, values and processes ensure we encourage full disclosure of any issues relating to modern slavery & human trafficking.

If an issue is identified our Head of Quality leads corrective action plans which are shared with the Senior Management Team and Chief Executive Officer.

Training on modern slavery & trafficking:

We ensure that adequate information and training is provided to all our employees on all relevant matters.

All new joiners attend an induction session which includes information and training on our policies.

Our CEO routinely seeks out information and training to help identify and address risks, including in relation to slavery and human trafficking.

This policy will be reviewed every 12 months by Best Practice People Limited. Last Update: 6th March 2023

