

## **ETF MODERN SLAVERY STATEMENT**

### **Introduction**

The Education and Training Foundation (ETF) is committed to tackling any modern slavery and human trafficking in our supply chains and any part of our business. This statement reflects our ongoing commitment to act ethically and with integrity in all our business relationships, and to enforcing a risk-based approach and related processes to tackle any slavery and human trafficking in our corporate and charitable activities, which also extends to our supply chains. We continually strive to work with our external Suppliers who share the same values.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, and constitutes our annual Modern Slavery Statement for the financial years 1 April 2022 to 31 March 2023.

### **Organisational structure and supply chains**

The ETF was established in August 2013 as the government-backed, sector-led workforce development body for the Further Education (FE) and Training sector. We design, develop and deliver continuous professional development (CPD) for teachers, trainers and leaders. We are the guardian of the Professional Standards for the sector and have a professional membership body: the Society for Education and Training (SET). We are a registered charity and received charitable status in September 2013. Our established charitable objectives place improving education and training for learners aged 14 and over at the core of our operations, and this is achieved through empowering sector professionals.

The ETF currently operates only in England. The following is the process by which we will assess whether or not particular activities

- o Take proactive steps to safeguard against unethical conduct in their own procurement and supply management

In addition, for activities that are **not** assessed as low risk then ETF will use a range of measures depending on the nature of the supply and the size and scale of the Procurement:

- o Commit to our policies and procedures
- o Check for Modern Slavery Statement (depending on size of organisation)
- o Request and assess their processes for pro-actively tackling Modern Slavery including ensuring compliance in delivering the ETF contract

### Terms and Conditions

Our terms and conditions contain specific clauses regarding Modern Slavery.

### Existing Suppliers

We review supply risk on a regular basis throughout the life of the contract

We will invoke sanctions against Suppliers that seriously violate our Supplier Code of Conduct, including the termination of the business relationship.

(including their subcontractors) to the ETF. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for individuals to make disclosures, without fear of retaliation or victimisation

Modern Slavery and Human Trafficking Policy:

The policy that underpins this statement and ensures that we have a clear message to our staff, Suppliers and other stakeholders of our zero-tolerance approach to modern slavery and human trafficking, and our collective responsibilities to conduct due diligence where relevant and to report any suspected or actual identified incidents through the appropriate channels.

Anti-Bribery Policy:

Linked to our Hospitality and Gifts Policy, this document outlines the ETF's commitment to carrying out its business fairly, honestly and openly. It provides a

clear framework for all relevant staff. It

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- o The ETF Board or Senior Leadership Team (SLT), where appropriate to the content of the policy
- o The relevant Director, where only light-touch revisions have been made to an existing policy

Board sub-committees will receive policies for information, or for recommending Board final approval, where content is within the committee's remit

The Board will receive all policies for information, when not already receiving for final approval

All ETF staff receive new or updated policies. Staff are required to read the policies and uphold the practices and our values featured within, challenging (where appropriate) and/or reporting non-compliance to their managers. On occasion, certain policies may be circulated to smaller groups of staff, e.g. line managers, depending on the policy content

All ETF policies are reviewed regularly to maintain currency, accuracy and compliance with relevant legislation. The review cycle is led by the Head of Compliance.

## **Training**

Our procurement processes support and comply with a commitment to reinforcing ethical values across all our procurement and supply practices, which includes modern slavery and