

## **Policy 28: Modern Slavery Policy**

1. Cumbria Teaching Agency Limited is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Cumbria Teaching Agency Limited is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Cumbria Teaching Agency provides appropriate training and awareness information for all of its staff.  
In particular:
  - All our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Tony Martinez, Director.
5. Reports surrounding these issues are taken extremely seriously by our Directors, Tony Martinez and Jacqueline Waters who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
  - Working with the appropriate organisations to improve standards,
  - Removing that organisation from our preferred supplier list,
  - Passing details to appropriate law enforcement bodies.
6. We regularly monitor our risks in this area using relevant key performance indicators, including:
  - The level of modern slavery training and awareness amongst our staff.
7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
8. We would also recommend reading this in conjunction with our other policies, including our:
  - Anti-bribery / corruption policy, and
  - Whistle-blowing policy.

This policy was adopted on 02/08/2016 after being agreed by our board of Directors Tony Martinez and Jacqueline Waters and is reviewed annually