**Modern Slavery Statement**

**Modern Slavery Act 2015
Slavery and Human Trafficking Statement**

**Introduction**

As a labour provider, we are on the front line of combating modern slavery. Chalkline Education & Support is committed to doing everything within its power to stop slavery and human trafficking in our business and in our supply chains.

Chalkline Education & Support has always striven to operate with the highest standards of ethics and responsibility and our approach to stopping modern slavery reflects that.

We are proud of the steps that we have taken to combat slavery and human trafficking, which are set out in more detail below.

**Company Structure**

Chalkline Education & Support is a labour provider operating in the education sector, through our central branch. We are a dedicated team, working closely with qualified and experienced teaching and tutoring staff operating in the UK.

Slavery and Human Trafficking in our Business

In tackling slavery and human trafficking in our business we seek to follow these steps:

1.    Identifying areas of risk within our business and supply chain
2.    Taking steps to mitigate those risks
3.    Monitoring the ongoing effectiveness of our risk prevention
4.    Protecting and encouraging whistle-blowers

**Slavery and Human trafficking in our Workforce**

As a provider of labour, it is vital that we take steps to ensure that all teaching and tutoring staff are protected from slavery and human trafficking. Whilst we recognise that no business is immune to the risks of modern slavery, we believe that having a robust series of processes is crucial to minimising the risk to our teaching and tutoring staff. Our commitment to tackling slavery and human trafficking runs through all of our business, but the following are the key processes we have implemented to detect and prevent modern slavery within our workforce.

**Recruitment of Workers**

•    All applicants who register for work with Chalkline Education & Support must do so in person.
•    All applicants are interviewed face to face and any documentation is completed in sight of our trained staff.
•    All Application Forms include questions and information relating to modern slavery.
•    Our staff are trained in spotting signs of modern slavery and in providing a safe environment for teaching and tutoring staff to come forward with their concerns.
•    All workers are provided with a handout containing contact information for confidential support and resources about slavery and human trafficking.

**Payment of Workers**

•    Payslips are always made available to the individual by email or online.
•    Workers are paid by BACS into their own bank account or that of their partner, or in rare circumstances, by personal cheque.

**Shared Bank Accounts and Addresses**

Our Compliance Team interrogates our worker database in order to identify any workers who share the same bank account or address with other workers on our payroll. Each case is individually investigated by personnel who will question the workers in order to establish the reasons behind the shared bank accounts or addresses.

Supplier Compliance with our Values

We have zero tolerance to slavery and human trafficking within our supply chain. To ensure that all of our clients and contractors comply with our values we insist that our contracts incorporate a requirement to prevent and stop modern slavery.

We recognise that it is our clients who are best placed to spot the signs of modern slavery on a day-to-day basis and so we provide our clients with materials to assist them in spotting modern slavery.

We also have a dedicated compliance team, which relies upon the support of all staff and departments

**Training**

We believe that training is a fundamental tool in the fight against modern slavery. To ensure that all of our staff are aware of the risks involved, we deliver specific training to help our staff spot signs of modern slavery and provide a safe environment for teaching and tutoring staff to come forward with their concerns.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2025.

If you have any concerns or questions regarding modern slavery, or would like and further information, please contact us – operations@chalklinesupport.co.uk